

Casio's global management adapts to the culture and environment in each region. At Casio Thailand, where 90% of employees are locally hired, the company has a human resources policy that emphasizes the needs of Thai employees. The company is engaged in a wide range of activities that contribute to and deepen relationships with the local community.

## Human resources policy of Casio Thailand and community support

Aiming for management rooted in local communities, Casio Thailand emphasizes human resources development, employee welfare programs and support for the local community. In order to realize these goals, the company has established human resources deployment guidelines and CSR activity policies, and is undertaking various activities accordingly.

### ● Human resources development and employee welfare programs

Based on its human resources deployment guidelines, Casio Thailand is improving employee welfare programs and providing career development training. Since 90% of its employees are women, the company is creating workplaces that enable staff to balance work and family responsibilities, including setting up a special facility to support breastfeeding mothers.

The company also supports human resources development by offering training programs based on various roles and proficiency levels.

### ● Supporting the local community

Casio Thailand places importance on improving quality of life in the local community, while contributing to economic and social development that makes local residents self-reliant. Using this CSR activity policy, the company has established guidelines and is carrying out various initiatives.

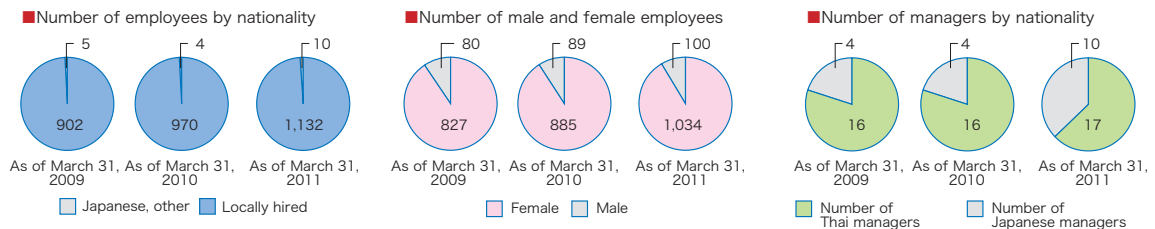
Based on a positive evaluation of the activities and results under this policy, Casio Thailand has received an award from the Thai Ministry of Labour and Social Welfare as an outstanding company in the area of labor relations and employee welfare. The company has received this award for five consecutive years.

The company received high marks in all five evaluation areas for the award: (1) codification of human resources and labor union policies; (2) wage and salary systems; (3) hotline establishment; (4) employee welfare programs; and (5) CSR activities.



Wanna Pakaew  
CSR implementation team

#### Corporate data for Casio Thailand



## 1 Human resources development and employee welfare programs

Women's social advancement in Thailand is progressing. Because of this, Casio Thailand is putting particular effort into childcare support. The company has various programs such as training and seminars to help employees develop together with the company and build their careers.

### Employee welfare program

#### Creation of a facility to support breastfeeding mothers

About 90% of Casio Thailand employees are women, and each month three to five of them have babies. According to Thai law, female employees are allowed three months maternity leave after giving birth. When they returned to work, however, they were not able to pump and store breast milk during the work day, in order to provide the infant at home with an adequate milk supply.

Therefore, Casio Thailand created an onsite room where mothers can pump and store breast milk. In addition to providing refrigerator space for hygienic milk storage and special storage packages, there is air conditioning and air purification equipment. Consequently, the room has clean air, preventing



Breast milk support room

any viruses and bacteria from getting into the milk during storage.

A special instructor is also available to provide guidance to women during and after pregnancy on how to pump the breast milk and store it safely. A course is also provided to teach pregnant employees about health and nutrition management. In this way, the company is enabling more employees to balance their work and family lives.



Duangdaw Prathumchai  
Human Resources Department

### Employee feedback

I use the facility in order to have a break and pump a supply of milk to take home. Since the room is very hygienic, I feel confident about taking the milk home to my child. It really helps to relieve breast pain. I feel the company is truly caring for the health of employees and our families.



Natthida Longkrue



### Human resources development

#### Career development and training programs

Casio Thailand has training programs to support the career development of employees. The programs are open to all employees from general staff to managers, and include on-the-job training, lectures and seminars. The programs are divided into proficiency levels for each business area, so that employees can easily improve their skills, step by step.



Lecture

Employees can gain specialized knowledge for their jobs or learn about legal compliance at seminars and lectures given by outside experts or employees with the necessary qualifications and experience. In fiscal 2011, an official from the Ministry of Labor was invited to come and give a seminar entitled "The Latest Safety Laws and Taking Action for Legal Compliance." It was attended by safety committee managers and in-house safety instructors.



Training for factory employees

## 2 Supporting local communities

With the aim of supporting local communities, Casio is promoting various activities for social contribution and community outreach. The company also provides job hunting support to students and hosts factory tours, in order to contribute towards the revitalization of society through employment.

### Donating money and food to monks

In December 2010, monks from a nearby temple were invited to the company to receive a donation of money, rice, other food, medicines, and daily necessities. The temple looks after over 200 poor children and orphans, so they received food and supplies as well.

In the Buddhist country of Thailand, it is considered very commendable to make an offering to the monks, who are a symbol of goodness. Since the monks pray for the happiness and prosperity of those that make offerings, the donors are also grateful for this kind of chance.

Consequently, Casio Thailand employees are pleased by such company donation opportunities. While engaging in charitable activities, the company is also supporting local culture, and giving employees a lot of peace of mind.



Donating money and food to monks

### Helping students with job search

Casio Thailand is supporting the job search efforts of students by inviting them to company presentations and factory tours, thereby providing them with opportunities to learn about the company's activities. Due to the impact of a long-running internal dispute in Thailand, there have been very few opportunities for students to receive training at private companies. By providing them with these opportunities, Casio is helping to develop the next generation of citizens in Thailand. These efforts have been recognized by

the Thai Education Ministry, and in 2009 the company received an award for providing good support and learning opportunities to vocational students in outlying areas of Bangkok and southern Thailand.



Students receiving training

### Support for flood victims

From mid-October to mid-November 2010, there was widespread flooding in Thailand, resulting in major damage. Fortunately, Casio Thailand did not suffer any damage, but some homes of employees were flooded, and there was damage in the surrounding communities.

Along with donating corporate relief funds, the company also encouraged employees to donate cash or supplies for flood victims. The total funds along with relief supplies, such as food and candles, were sent to the governor of the

affected region for distribution to victims. Casio Thailand employees also participated in the distribution of relief aid, and they delivered relief supplies directly to disaster victims.



Support for disaster victims