

Occupational Safety and Health

Approach

Social Background

As damage to health as well as mental health issues due to excessive work have come to be regarded as a social problem in recent years, Casio recognizes that maintaining and promoting the physical and mental health of employees is important.



Risks and Opportunities for the Casio Group

Each and every employee must be able to work safely and in good health in order to perform at his or her full potential. Based on various laws and work regulations such as Japan's Industrial Safety and Health Act, Casio makes group-wide efforts to create workplace environments where all employees can work with peace of mind in order to maintain and enhance the health of employees and prevent occupational injuries or their reoccurrence. Group companies outside Japan comply with their local laws and regulations and also implement similar measures.

Policy

Section 4 of the Casio Group Code of Conduct calls on employees to proactively take part in initiatives to maintain and promote better health. Casio is promoting employee health throughout the entire group.

Casio Group Basic Policy on Maintaining and Promoting Health

We will proactively take part in initiatives to maintain and promote better health.
We will be considerate of not only own health, but the health of those around us.

Management Approach

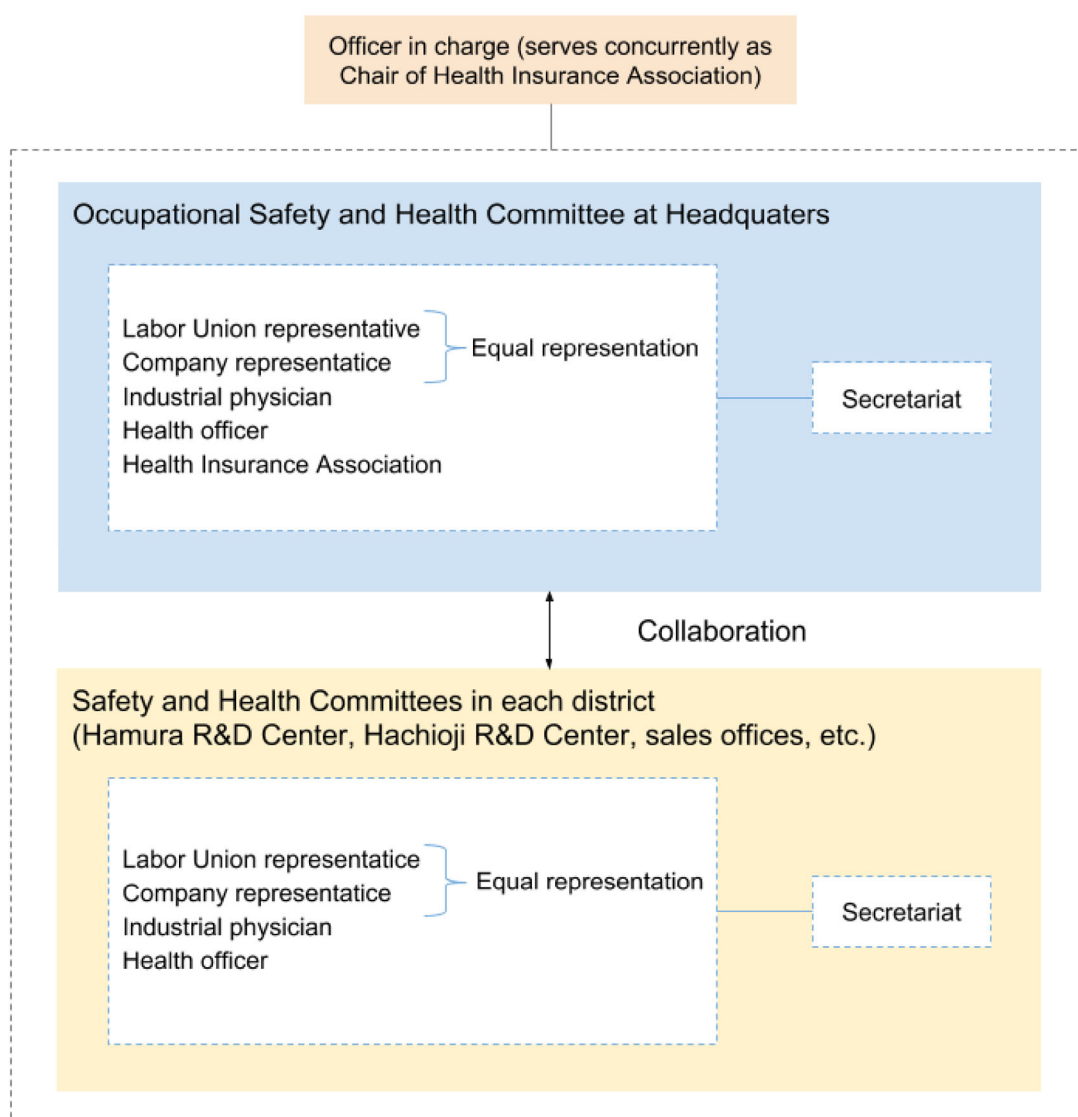
System

Systems for promoting occupational safety, health, and health management

The company's officer in charge serves concurrently as the Chair of its Health Insurance Association, which makes for smooth collaboration between them. Casio and its Health Insurance Association work together to promote employee safety, health, and health management. The Occupational Safety and Health Committees in each of its business

locations are made up of people selected by the company and the Labor Union in equal proportions, and they deliberate on the following matters related to the safety and health of employees once a month.

1. Matters related to the basic measures to be taken to prevent hazards and health impairment for employees
2. Matters related to the basic measures to be taken in order to maintain and promote the health of employees
3. Matters related to the causes of occupational accidents and measures to prevent their reoccurrence
4. In addition to the matters listed in all three items above, matters related to important events concerning the prevention of health impairment for employees and the maintenance and promotion of health (Article 22, Industrial Safety and Health Act)



KPI and Performance for Material Issues

Evaluation ◎: All targets met, ○ : Most targets met, △ : Remaining issues outweigh results, × : No progress made

FY2019 Targets and KPI	FY2019 Performance	Evaluation	FY2020 Targets and KPI
<p>Follow-up measure implementation rate for annual checkups: 80% or more</p> <ul style="list-style-type: none"> Strengthen measures to urge those who have not received checkups to get them Implement a health promotion incentive program where employees who are healthy, who improve their checkup results, or who undergo further examination concerning health findings can earn points redeemable for health-related products 	<ul style="list-style-type: none"> Follow-up measure implementation rate: 80.6% Implemented a health promotion incentive program where employees who are healthy, who improve their checkup results, or who undergo further examination concerning health findings can earn points redeemable for health-related products 	○	<p>Follow-up measure implementation rate for annual checkups: 80% or more</p>
<p>Promote stress management</p> <ul style="list-style-type: none"> Ascertain the actual mental illness rate (analysis together with stress check results) Implement e-learning training for new employees and managers Implement work skill improvement training (including self-management) for young employees 	<ul style="list-style-type: none"> Ascertained mental health problem rate for consolidated group (fiscal year end) Implemented e-learning for new recruits (including those who joined mid-career) and executives (in July and December) Implemented work skill improvement training for young employees (including self-management) (June) 	○	<ul style="list-style-type: none"> Ascertain the actual mental illness rate Implement e-learning training for new employees and managers Implement job-specific level-up training for young employees (August)
<p>Implement stress checks</p> <ul style="list-style-type: none"> Ascertain the rate of employees with high stress Implement industrial physician consultations for interested employees and/or employees with high stress Ascertain the health risk rate by department Implement workplace analysis and feedback Implement workplace improvement using stress checks 	<ul style="list-style-type: none"> Ascertained the rate of employees with high stress (November) Consultations provided by industrial physicians to interested employees (November to February) Ascertained health risk rates by department (March) Implemented workplace analysis and feedback (March) 	○	<p>Ascertain the rate of employees with high stress (February)</p> <p>Implement industrial physician consultations for interested employees (February to April)</p> <p>Ascertain health risk rates by department (April)</p> <p>Implement workplace analysis and feedback (May)</p>

Activity Results

Regular Health Checks

Regular health checks for employees at Casio are more thorough than legally mandated: they include many additional items intended to help employees maintain their health and to prevent lifestyle-related diseases. Nearly 100% of employees come for the health checks every year. The mobile health check clinic equipped with digital high-resolution X-ray equipment visits worksites for regular health checks of younger employees. Employees 35 and older have their regular health checks at a hospital rather than in the mobile clinic, and for the gastric examination, employees can choose between high-resolution X-ray and endoscope. Employees 40 and older can opt to receive a full medical checkup. The rules for follow-up are also being standardized, and Casio aims to improve the follow-up implementation rate for those whose health check revealed any concerns. In addition, Casio introduced a program that rewards employees who work to improve their health by giving them points for achieving goals set in advance. This is aimed at educating individual employees about their health and encouraging them to make improvements. Employees on overseas assignments are also required to undergo a routine health check once a year, with an industrial physician offering guidance based on the results.

Initiatives to Counter Lifestyle-Related Diseases



Healthy menu

In the effort to prevent lifestyle-related illnesses, Casio, together with the Casio Health Insurance Association, is promoting initiatives that focus on exercise and healthy eating. Employees who have been given special health recommendations for treatment for metabolic issues by a healthcare professional are offered support for lifestyle improvement. This is done by having the employee review their lifestyle habits and set personal goals for exercise and diet. The employee cafeterias provide healthy menu choices featuring a balance of calories and nutrition.

Quit Smoking Campaigns

Casio is conducting quit smoking campaigns worldwide. Smoking is prohibited on the premises of all group companies in Japan and also prohibited during working hours, whether in or outside the company.

Initiatives to Counter Infectious Diseases

Casio believes that it is important to prevent infectious diseases as part of its programs for employee health. The company provides information on infectious diseases, raises awareness, and issues reminders in its in-house bulletins, and it also began providing influenza vaccinations to those employees who wanted one in fiscal 2019. Casio also collects information disseminated by Japan's Ministry of Foreign Affairs and others on infectious disease epidemics overseas that could be relevant to people on overseas business trips and informs and alerts people posted in the countries concerned. The company provides information on vaccines and local infectious diseases (dengue fever, malaria, hepatitis, etc.) for employees who have been assigned to work overseas in the guidance carried out before a posting and works on preventative strategies.

Initiative to Prevent Working Long Hours

Casio manages individual overtime results for all employees and overtime results for each department every month in order to manage employee health and comply with the overtime agreement under Article 36 of the Industrial Safety and Health Act.

Casio is also carrying out an initiative to prevent the damaging health effects to the brain or heart which can be caused by accumulated fatigue due to long working hours. In order to ensure proper work schedules, all employees that work 80 hours or more of overtime in a month must be interviewed by an industrial physician. The physician then checks the employee's health condition, and provides the person with advice and guidance. In this way, Casio is working to prevent health problems from overwork, and to ensure employees observe appropriate working hours.

Mental Health Care Initiatives

In addition to the stress check system, Casio has continuously maintained a mental health education and support system for some time to support the mental health of its employees.

As part of this system, Casio Computer Co., Ltd. has initiated an e-Learning Program, a Self-Checkup, and a Stress Test by Organization for all of its employees, seeking to raise awareness of mental health issues. Specifically for the purpose of reducing the rate of mental health problems among younger employees, a Stress Management Program has been created for employees in their second year. The program includes lectures and practice exercises for improving interaction with superiors and colleagues, and it also covers communication skills and mental health issues. For those in leadership positions, a separate e-Learning Program, Mental Health Management Training, and the Manual for Managers are provided in an effort to ensure everyone understands the importance of stress management in organizations.

In addition, Casio has an in-house mental health physician and an external Mental Health and Life Hotline in place to offer employees counseling in and outside the company at all times. The external hotline has a system that allows the families of employees to get counseling as well. Further, in order to strengthen support for employees who are on leave, Casio distributes the *Guide to Mental Health* that can be read by employees and their families to make it easy to ascertain the processes and procedures for leave.

Similar support systems are in place at group companies in Japan, and they are providing support so that employees can work with energy and satisfaction.

Preventing Occupational Accidents



Disaster prevention drill at the head office

Casio is committed to the goal of zero occupational injuries and operates regular safety programs with the aim of maintaining an accident-free record at all Casio work sites. In addition, each site and group company conducts fire and disaster prevention/evacuation drills.

Occupational injuries at Casio Computer Co., Ltd. (in the last five years)

	Injury frequency rate ^{*1}		Injury severity rate ^{*2}		Number of work-related fatalities
	Casio	Manufacturers	Casio	Manufacturers	Casio
2014	0.79	1.06	0.01	0.09	0
2015	0	1.06	0	0.06	0
2016	0.39	1.15	0	0.07	0
2017	0	1.02	0	0.08	0
2018	0	1.20	0	0.10	0

^{*1} Number of deaths and injuries, per 1 million actual cumulative working hours, resulting from occupational accidents.

^{*2} Work days lost per 1,000 actual cumulative working hours; indicates accident severity

* The term "occupational injuries" here includes injuries or illnesses (requiring at least 1 day off work) and deaths of workers in connection with the performance of their jobs.

Number of incidents, by gender and department

	Number by gender				Number by department		
	Men	Women	Total	Of which, number of worker days off	Headquar ters	Develop ment departme nt	Sales office
2014	10	4	14	4	4	4	6
2015	5	5	10	0	0	0	10
2016	6	8	14	2	0	2	12
2017	3	10	13	0	2	1	10
2018	5	3	8	0	3	1	4