

Society

Occupational Safety and Health

Basic Approach and Policy

➤ **Olympus Global Code of Conduct**
<https://www.olympus-global.com/company/philosophy/code.html>

The Olympus Group has stated its policies on occupational safety and health and its basic approach to employee health management and the actions necessary to achieve them in the Olympus Global Code of Conduct.

Under the Code of Conduct, we are developing working environments that ensure safety and health for our employees.

Safe and Healthy Workplace

Occupational health and safety is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work. We want our employees to work in an ergonomic and work-friendly environment. At Olympus, we promote good health and wellness.

What We Do:

- Use good judgment and act in a manner that is safe for you and others.
- Report safety concerns and work-related injuries or illnesses.
- Never joke about violence and report any violent threats or warning signs from others.
- Comply with applicable health and safety regulations.

Promotion Structure and Initiatives

Global Safety and Health Organization

The annual environment, health and safety (EHS) activity policy is based on the basic approach, policy and targets for safety and health in the Olympus Group following the Olympus Global Code of Conduct. The policy is implemented at global sites by the Safety and Health Division at the Olympus Head Office, and safety and health activities are organized at individual sites in each region.

The Safety and Health Division at the Olympus Head Office regularly monitors the activities and performance in each region and shares best practices from other sites to make improvements to regional safety and health activities.

External Certification (Occupational Safety and Health Management Systems)

For the maintenance and continual improvement of our occupational safety and health management systems and to retain the trust of our customers and stakeholders, we are acquiring international certification for our occupational safety and health management systems. Shirakawa Olympus Co., Ltd., (Japan), Olympus KeyMed Ltd. (UK) and OSSA (US/Canada) have already acquired OHSAS 18001 certification, and are currently working to migrate to ISO 45001 certification.

Published on October 1, 2020.

This is a preliminary report of CSR Data Book 2020 scheduled to be released in late October 2020.

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Sites	Certification
Aizu Olympus Co., Ltd.	JISHA (Japan Industrial Safety and Health Association) Standards
Shirakawa Olympus Co., Ltd.	OHSAS 18001
Aomori Olympus Co., Ltd.	JISHA (Japan Industrial Safety and Health Association) Standards
Olympus Scientific Solutions Americas Corp.	OHSAS 18001
KeyMed (Medical & Industrial Equipment) Ltd.	OHSAS 18001
Olympus Iberia S.A.U.	OHSAS 18001

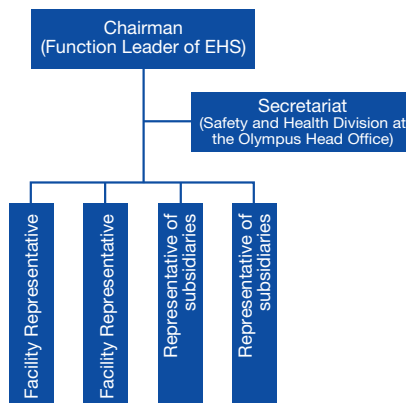
Safety Promotion Structure in Japan

A Safety & Health Promotion Committee headed by the manager of the EHS Promotion Division has been set up at Olympus and its Japan subsidiaries to implement the Olympus Global Code of Conduct. The Committee consists of representatives of the safety & health promotion committees at each business site.

The Safety & Health Promotion Committee deliberates on, promotes and implements group-wide measures for the annual safety and health policy to achieve targets in Japan. In addition, the committee monitors general safety and health management activities at each business site. The committee also shares information on preventive measures and the causes and corrective measures for industrial accidents, information on improvement indicators and on related statutory amendments, in efforts to upgrade the quality of group-wide activities.

The operational activities of the safety & health promotion committees at each business site are headed by the responsible safety and health manager, who is the facility general manager, and by the company president at subsidiaries. The committees implement safety & health and health management suited to the scale and characteristics of each business operation.

Safety & Health Promotion Committee in Japan



Principal activities of the Safety & Health Promotion Committee

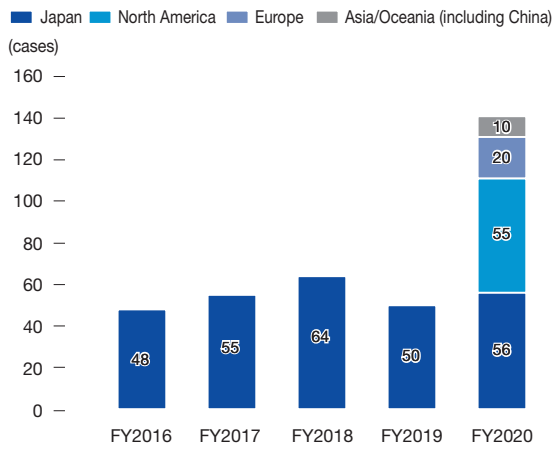
- Development of annual safety and health policy & targets for Japan
- Deliberation, execution and promotion of group-wide measures for Japan
- Sharing of safety & health and health management activities among business sites
- Analysis of causes of industrial accidents & decision-making on improvements based on trends
- Development of policy for compliance with laws and regulations

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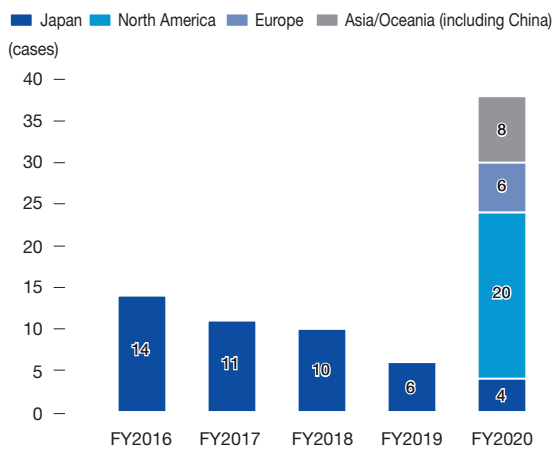
Industrial Accident Data

Tabulation and analysis of data on industrial accidents had been limited to Olympus Corporation alone until now. Starting in FY2020 however, the scope of the data and their analysis has been expanded to cover major sites in the Olympus Group (North America & manufacturing sites and repair bases; regional headquarters in Europe and its manufacturing and repair bases; and manufacturing sites and repair bases in Asia).

Number of Industrial Accidents



Number of Lost Time Injuries

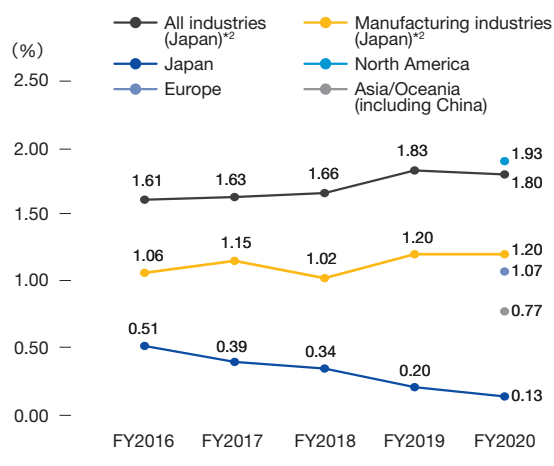


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Lost Time Injuries (of one day or more) Frequency Rate*1 (LTIFR)



*1: Lost time injury frequency rate = number of lost time accidents ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*2: Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

*3: Occupational illness frequency rate = number of cases of occupational illness that result in lost time ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*4: Industrial accidents found in the list of occupational diseases of the Ministry of Health, Labour and Welfare (Appended Table 1-2 of the Ordinance for Enforcement of the Labor Standards Act (Ordinance of the Ministry of Health and Welfare No. 23 of August 30, 1947))

Occupational Illness Frequency Rate*3 (OIFR)

	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	0.07	0.07	0.07	0.07	0

The scope of the data on industrial accidents is as follows.

Japan: FY2016, FY2017 & FY2018 for Olympus Corporation and its 11 major Japan subsidiaries

FY2019 & FY2020 for Olympus Corporation and its 14 major Japan subsidiaries

North America: Olympus Corporation of the Americas (regional headquarters) and its major subsidiaries

Europe: Olympus Europa SC & Co. KG (regional headquarters) and its major subsidiaries

Asia/Oceania (including China): Major manufacturing sites

Number of Fatal Industrial Accidents

	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	0	0	0	1	0
North America	—	—	—	—	0
Europe	—	—	—	—	0
Asia/Oceania and China	—	—	—	—	0

The scope of the data on industrial accidents is as follows.

Japan: FY2016, FY2017 & FY2018 for Olympus Corporation and its 11 Japan subsidiaries

FY2019 & FY2020 for Olympus Corporation and its 14 Japan subsidiaries

North America: Olympus Corporation of the Americas (regional headquarters) and its major subsidiaries

Europe: Olympus Europa SC & Co. KG (regional headquarters) and its major subsidiaries

Asia/Oceania (including China): Major manufacturing sites

To reduce industrial accidents, Olympus and its Japan subsidiaries have formed an industrial accident control task force consisting of safety and health officers at subsidiaries with sizable workforces.

The task force analyzes past accidents and organizes activities that focus on falling accidents that are significantly high in number, with the emphasis on falling accidents on stairs, which are likely to result in serious injury. In addition to training programs for all employees, task force members conduct inspections of all staircases at major sites to install improved lighting in staircase areas, post warning seals on handrails and increase employee awareness of the danger with warning signs on walls, etc. This has led to a significant reduction in the number of staircase-related falling accidents and a reduction in lost time and in the lost time injury frequency rate.

Employee Training

To raise employee awareness of safety and health, the Olympus Group implements a variety of safety and health training programs, led by the safety and health officers at each facility.

1. Basic training (for all employees)
 - (1) Basic safety and health training for new employees and for each fiscal term
 - (2) Safety awareness refresher training
 - (3) Firefighting & evacuation training
 - (4) Mental health training

2. Specialized training (for employees in designated workplaces)
 - (1) Hazard awareness (near-miss) training: Safety Dojo (Training Center)
 - (2) Hazardous goods handling training

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Regional Activities

Activities in Japan

■ Hazard Awareness Training

Industrial accidents occur when unsafe conditions in the workplace coincide with unsafe human behavior. Until now, the Olympus Group has focused on reducing hazard risks that are founded on unsafe conditions in the workplace. However, we have decided to follow Aizu Olympus in its pioneering practice of training focused on



unsafe human behavior, a characteristic of the manufacturing industry. In FY2020, similar training programs were introduced at three other manufacturing sites (Aomori Olympus, Shirakawa Olympus and Nagano Olympus) to train all employees at these sites. This training program is now a requirement for all new employees (both new graduates and midcareer employees) prior to job assignment.

Training Programs Using Simulation Equipment

• Entanglement Experience Training

In this training, the employee experiences the hazard of getting their fingers or clothing entangled in a machine.

To raise awareness of the high level of hazard, trainees experience the force involved in an entanglement by observing mockups of fingers being entangled in a machine and the edge of their uniform being caught in the machine. They learn how dangerous it is to insert their hand into a machine and how important it is to wear the right type of clothing.



• Stabbing Experience Training

The hazard involved in assembly/disassembly work using a screwdriver is demonstrated. A simulated hand is used to show the danger of the screwdriver slipping when components are not being fixed in place. Trainees receive hands-on experience of the danger involved when the screwdriver slips, and the unexpected force with which it can impact the hand holding the components in place.



Activities in North America

• Employee Near-Miss Reporting (Olympus Corporation of the Americas)

At Olympus Corporation of the Americas, all the employees and locations are encouraged to report all incidents where an injury or illness could have occurred but fortunately did not result in injury or illness. The corrective actions resulting from these incidents will assist in preventing an injury or illness to other employees. Focus on Reporting Near-Miss Incidents and Hazardous Conditions to Correct Antecedent Conditions and Behaviors before an Injury or Illness Occurs.

Activities in Europe

• International SOS (Olympus Europa SE & Co. KG)

Olympus Europa SE & Co. KG (OEKG) has a support system for employees on business trips to inform them about possible risks, health hazards and possible special conditions of the countries to be travelled through. OEKG especially prepares for business trips to countries with difficult political situations, problematic medical care and infrastructure, or the effects of natural disasters. ISOS provides daily updated information on its homepage on all important questions concerning the trip and the countries involved. In addition, it provides support before and during the business trips such as medical emergencies, searches for Western standard hospitals, evacuation in the event of unrest, and advice on unusual incidents such as theft. The assistance centers are open 24/7.

• Management System Surveillance Visits (KeyMed (Medical & Industrial Equipment) Ltd.)

As part of our certification to the ISO 14001 and OHSAS 18001 Management Standards, KeyMed (Medical & Industrial Equipment) Ltd. (OKM) participates in six-monthly surveillance visits to audit compliance levels against the relevant clauses in the standard. OKM recently hosted the BSI to complete visits against both the above standards and on each occasion, the level of compliance was found to be good and no non-conformances were raised.

• Mental Health First Aid (KeyMed (Medical & Industrial Equipment) Ltd.)

Current first aid qualified staff and managers across the business will be participating in additional training to learn more about mental health first aid. Recent promotions have brought this subject to the attention of organizations and the general population encouraging people to talk and share their concerns and experiences. All first aiders will sign up for a two-day training course with an external provider (course held on site at OKM) with the intention of training them to recognize symptoms of mental health issues.

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Activities in China

• Award Received from Shanghai Free-Trade Zone (Olympus Trading (Shanghai) Limited)

Olympus Trading (Shanghai) Limited has developed a safety production management system that includes manufacturing safety, industrial health and workplace environment evaluations in compliance with the basic requirements of corporate safety production standards mandated by the Shanghai Emergency Management Bureau. The company received a letter of certification as a manufacturing safety standardization company for the first time in June 2015. The company has established a policy and targets for manufacturing safety, set up a committee, assigned detailed responsibilities and produced an emergency response manual, all aimed at putting top priority on safety, prevention and total management. It also organizes annual emergency response drills. The company analyzes the risks and looks at case studies of manufacturing safety on a regular basis, at the same time working to improve employee awareness of manufacturing safety through a range of training programs. There have been zero industrial accidents since FY2016. In FY2019, further improvements in manufacturing safety led to an award from the Shanghai Free-Trade Zone.



上海市应急管理局からの表彰状

• Firefighting & Evacuation Drills in 2019 (Olympus (Guangzhou) Industrial Co., Ltd.)

Olympus (Guangzhou) Industrial Co., Ltd., organizes annual firefighting & evacuation drills as part of its efforts to raise employee awareness of safety. This is aimed at raising coordination among firefighting organizations, upgrading leadership capabilities, improving the capabilities of firefighting team in evacuation, rescue and firefighting, as well as in improving employee awareness of firefighting and safety.

Activities in Asia/Oceania

• Labor Safety Training (Olympus Vietnam Co., Ltd.)

Olympus Vietnam Co., Ltd. (OVNC) provides labor safety training at least once a year based on Vietnamese regulations.

Since OVNC has a large number of employees, up to about 5,000, it uses internal and external venues to hold trainings.

OVNC is committed to training and improving knowledge on occupational safety and sanitation for employees to ensure compliance with the principles and rules of labor safety in the factory. To all people—support the criteria: “Safety comes first.”

Society

Occupational Safety and Health

Health Management

Basic Approach and Policy

Introduction of Olympus Health Declaration

In April 2018, Olympus and its Japan subsidiaries introduced the Olympus Health Declaration to help maintain and improve the health of its employees and their families.

In line with the announcement of the Health Declaration, banning smoking on corporate premises is to be made a priority. At the same time, we are introducing measures to help employees to become healthy and stay healthy, including advice with lifestyle improvements, recommendations and financial assistance with screenings to catch cancer at an early stage, and how to avoid mental health problems.

In this way, the Olympus Group wants to create a corporate culture that encourages employees to be healthy, both physically and mentally and for everyone to lead healthy and happy lives.

Olympus Health Declaration

—Realization of a Better Livelihood and Happiness

Our corporate philosophy is to contribute to society by “Making people’s lives healthier, safer and more fulfilling.” We believe this is possible with the support of healthy employees and their families with vitality.

Olympus places top priority on the health of its employees and their families through the following activities.

1. Olympus regards employee health as an important management issue and is committed to a corporate culture that places top priority on employee safety and health.
2. Olympus will continue to create a workplace environment where employees are able to work with vitality and good physical and mental health.
3. Olympus cooperates with the Health Insurance Association to support better health to each and every employee and their families.

Health Management System

In addition to the health management activities that form part of its industrial health and welfare program, Olympus and its Japan subsidiaries work with its Health Insurance Association to enable collaboration and coordinated action between the company and the Health Insurance Association. In addition, its industrial health and welfare organization has been maintained and strengthened with the appointment of dedicated industrial physicians, health care workers and nurses proportionate to the scale of the facilities.

Industrial physicians, healthcare workers and nurses are active in various academic societies for continued improvement of their skills. In the FY2020 Japan Society for Occupational Health Congress, Olympus medical staff’s presentation on their activities was selected for the Society’s good practice samples (GPS) to serve as teaching material in the lifelong training of industrial healthcare specialists.

In addition, in FY2020 healthcare workers and nurses at Olympus expanded the scope of their prevention promotion activities, reinforcing the nationwide organization focused on improving first aid skills.

Initiatives

* White 500 organized jointly by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, is a certification program to highlight outstanding large enterprises engaging in efforts to advance health and productivity management.

Activities in FY2020 (Japan)

Recognized under White 500, the 2020 Certified Health and Productivity Management Organization Recognition Program

Olympus's activities in employee health management, implemented strategically from a management point of view, have won four-year consecutive recognition since 2017 from White 500*, the Certified Health and Productivity Management Organization Recognition Program.

Olympus and its Japan subsidiaries emphasize the development of a healthy and vibrant working environment for employees' minds and bodies and is proactively implementing measures that include our system for industrial health activities, a range of health examinations, the prevention of lifestyle-related diseases, implementation of cancer screening tests such as tests using endoscopes, and improvements in mental health services.

Olympus and its Japan subsidiaries plan to continue to work in cooperation with the Health Insurance Association, for continuing effort in building a better working environment and good health for both the employees and their families. We intend to work actively in promoting health among employees of the Japan subsidiaries and to contribute to society through promotion of health among its customers through our business activities.

Health Examinations and Health Counseling

Olympus and its Japan subsidiaries cooperate with the Health Insurance Association regularly to upgrade their lineup of health examinations. Options include endoscopic screenings.

In addition, events such as counseling on mental health and other issues, we are organizing exercise seminars and a quit smoking program to reduce lifestyle diseases.



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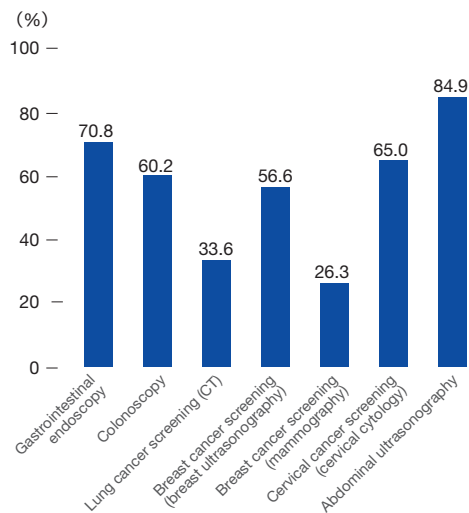
Cancer Screening

Olympus is also enhancing its cancer screening program of endoscopic screenings for the early detection of cancer. Endoscopic screenings are given to employees with financial assistance from the Health Insurance Association. The program is noted for its high screening rates (more than 70% for gastrointestinal endoscopy and more than 60% for colonoscopy).

Computerized patient call/recall program, which selects employees who satisfied certain conditions in their previous health examination and who have been recommended for health examination (cancer screening) for the current year, is also in operation.

Lectures by prominent speakers have also been organized to raise the health examination rate.

Cancer Screening (screening rates)



Cancer Screening Test Support System

Examination Item	Target	Health Insurance Cost Subsidy	Years Consultation Encouraged*
Stomach cancer (endoscope)	35 years and older	100% coverage	Once every two years
Stomach cancer (pepsinogen examination)	35 years and older	100% coverage	Year that Gastrointestinal endoscopy is not undertaken
Colorectal cancer (endoscope)	35 years and older	100% coverage	Once every three years (40 years and older)
Colorectal cancer (fecal occult blood test)	35 years and older	100% coverage	Year that Colonoscopy is not undertaken
Breast cancer/ Cervical cancer	Women of all ages	100% coverage	Once every two years
Prostate cancer (PSA marker)	Men 50 years and older	100% coverage	Once every two years
Abdominal ultrasonography	40 years and older	100% coverage	Once every two years
Lung cancer (lung helical CT)	40 years and older	50% (Limit of ¥5,000 including tax)	Individual decides whether to receive health exam

*Consultation encouraged: For those who have not yet taken the exam from the target age to retirement (depending on item) (call/recall)

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Preventing Mental Health Problems

Japan subsidiaries offers assistance with mental health prevention and job reinstatement to employees who report problems, in combination with the following mental health care.

Self-care	Mental health training such as e-learning programs, mental toughness seminars, etc., for employees.
Line care	Activities to support employees in the workplace, such as mental health seminars for managers.
Care by industrial health care personnel at business sites	Consultation and daily care service provided by industrial doctors and other health staff. Activities organized by industrial healthcare workers in cooperation with the Human Resources Division for the returning to work program for those with health problems.
Care provided by resources outside the business site	Consultation service and seminars provided by external psychologists

In addition, we are holding training workshops conducted by psychiatrists and other specialists in clinical practice for healthcare workers and nurses to support mental health care for employees.

We conduct the statutory stress checks all together in Olympus and its Japan subsidiaries. In fiscal 2018, the participation rate was 95%, with interviews and personalized follow-up provided according to results. The program was completed satisfactorily. We continue to review its effective application, as part of our mental health program.

Activities to Quit Smoking


A complete ban on smoking inside all buildings and structures at business sites belonging to Olympus and its Japan subsidiaries was introduced at the end of March 2020. Further action to prevent passive smoking will be introduced with a complete smoking ban at all Olympus premises in Japan by the end of March 2021. The Health Insurance Association is currently implementing a program to help employees to quit smoking (recommendation of online quit smoking program & financial assistance) to achieve a 12% smoking rate by the end of March 2023. The smoking rate was 22% in fiscal 2018 and has fallen to 19% in fiscal 2020.

Quit smoking treatment by the Health Insurance Association, outpatient care for the online quit smoking program approved in 2017, is in service, with the Association covering the expenses in full (part covered by the employee in case of failure to quit smoking).

Action on Infectious Diseases

The following activities are being conducted to prevent infectious diseases.

- Vaccination of employees traveling overseas on business assignments and accompanying family members (vaccines recommended for the destination region)
- Examples: Hepatitis A, hepatitis B, tetanus or DTP vaccination
- Partial coverage of expenses for influenza vaccination
- Starting in FY2020, rubella antibody test conducted with the health examination (in response to additional action on rubella announced by the Ministry of Health, Labour and Welfare for men born between 1962 and 1978)

 Olympus's Response to COVID-19 (including safety and health)

<https://www.olympus-global.com/news/covid19/>

Preventing Lifestyle Diseases

Activities under the Specific Health Guidance program are being conducted to prevent lifestyle diseases. Specific health guidance for Olympus and its Japan subsidiaries is provided by healthcare workers and nurses working in the health management offices of each company, through counseling and guidance. Personalized exercise guidance is also provided upon request. Quantitative measurement of visceral fat is made with visceral fat meters for all employees in the program and is utilized in giving exercise guidance.

In addition, some facilities introduced healthy cuisine created by healthcare workers and nurses at employee dining halls. Healthy dishes have been developed and are provided on request to employees in the Specific Health Guidance program.

Health Promotion Activities and Campaigns

To foster greater awareness and provide support for employees to manage their health, the portal site WellsPort Navi was introduced under the initiative of the Health Insurance Association to promote health management for individual employees in Olympus and its Japan subsidiaries.

Health campaigns have been actively organized, including campaigns for walking, weight control during new year holiday, stopping smoking and dental health.

Effective activities are being introduced, such as the formation of groups at some facilities run by employees who have participated in internal exercise seminars and plan to continue exercising.

Support for Treatment and Continuing to Work

To help employees who are undergoing treatment to retain financial stability and continue their outpatient treatment and to raise employee incentive, various support programs have been introduced, including paid leave, flexible working hours and work-at-home system. To provide greater employee assistance, a special leave program was introduced in April 2020 for employees suffering from a disease for which the Ministry of Health, Labour and Welfare recommends support.

Health Management for Expatriate Employees

In addition to the statutory health examinations for expatriate employees required on departure and return to Japan, employees can have a health examination (for the items in the complete medical examination) during a temporary return to Japan. Health management is provided not only for the employee but also for their family members.

Industrial physicians, healthcare workers and nurses are assigned to provide everyday health counseling before departure and on returned to Japan.

Industrial physicians are dispatched on a regular basis to overseas subsidiaries to upgrade the quality of health management for expatriate employees.

Health Improvement Activities (Outside Japan)

Activities in North America

- **Cigna Health Assessment
(Olympus Corporation of the Americas)**

By taking Cigna Health Assessment, employees gain knowledge about what they are doing well and areas that may need work when it comes to things like nutrition, exercise, managing their own stress, life/work balance. With this knowledge employees will have the power to make positive changes in their lives.

- **BeWell Wellness Program
(Olympus Corporation of the Americas)**

Olympus Corporation of the Americas (OCA) practices this program with the goal of instilling health and wellness in our corporate culture across the Americas. OCA formed a new committee to create health communities based on employee interests and work on four programs that specifically meet the employees' needs: healthy meal, exercise, well-being and wealth planning.

Activities in Europe

- **Colon Cancer Awareness Campaign
(Olympus Europa SE & Co. KG)**

Olympus Europa SE & Co. KG (OEKG) provides employees with the opportunity to a stool test for colorectal cancer where early detection and early treatment are important. OEKG conducted a campaign to raise the awareness of colorectal cancer to more employees and offered all the employees one additional test for a friend or a family member of each of them.

- **Medical Checkup 50+
(Olympus Europa SE & Co. KG)**

Olympus Europa SE & Co. KG works with the Hanseatic Centre for Occupational Medicine (hanza) and the company physicians at the branch offices in Düsseldorf, Leipzig, Munich, Berlin and Münster to create programs that help employees proactively improve their health. In particular, people over the age of 50 have an increased risk of developing age-related illnesses, but due to problems such as waiting time at hospitals, examinations by different doctors, and examination costs, appropriate preventive measures should be taken by employees themselves. This program contributes to the improvement of the situation that is left behind.

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- **Alzheimer Awareness
(KeyMed (Medical & Industrial Equipment) Ltd.)**

At KeyMed (Medical & Industrial Equipment) Ltd. (OKM), employees participated in the classic board game, Cluedo to raise their awareness of Alzheimer's disease. All of this participation fee was donated to the Alzheimer's Association which promotes and raises awareness of Alzheimer's disease.