



CSR Action Principles

4

Respect for Human Rights and Development of Favorable Work Environment by Taking Advantage of Diversity

The Kansai Electric Power Group recognizes the “human rights” as a common and universal value of the global society, supports the international standards relating to the human rights and respects the human rights in all of its business activities. Accordingly, we will strive to secure safe and comfortable work environment for all the people associated with our business activities and take advantage of diversity (each individual’s diversity) to the maximum extent.

Respect for human rights

Basic policy

Based on the recognition that respect for human rights is essential to every business activity, we are proactively striving to create a corporate culture that “neither discriminates nor permits discrimination” and to realize “a society grounded in human rights.”

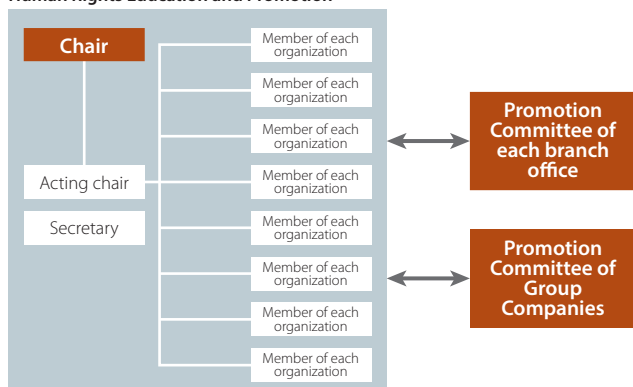
We continuously raise awareness and offer training initiatives related to social integration and human rights in order to deepen every employee’s proper understanding and recognition of various human rights issues, including buraku class discrimination, harassment and discrimination based on disabilities.



Social Integration Education Promotion Committee

Promotion System

Kansai Electric Power Committee on Human Rights Education and Promotion



Specific efforts

Efforts to raise human rights awareness

As an effort to raise awareness related to respect for human rights, we have been continuously holding integration and human rights trainings for management and for all employees. In fiscal 2016, a total of 23,524 people throughout the company participated.

In addition, regarding the Disability Discrimination Act, which was enacted April 1, 2016, and the Revised Act for Promotion of Employment of Persons with Disabilities, we are appropriately conducting in-house information dissemination and training as well as maintaining consultation systems, for example.



Executive human rights training

Characteristic training and attendance

Training details	Target person	Attendance
Human rights lecture (Two points of contact between LGBT people and businesses)	Upper management, promotion members, officers and others	177
Training to promote understanding of disabled people so that they are considered rationally	Employees	513
Harassment counselor training	Persons in charge of consultation desks	10

Initiatives linking our group, municipalities and other entities

Our Group holds semiannual Human Rights Information Exchange Meetings for Group Companies. In addition, we actively participate in the efforts of the Osaka City Council on Human Rights Promotion for Corporations and other liaison group organizations, including those of the national and local governments.

Unified promotion of workstyle innovation, health and productivity management

At our company, we are seeking “workstyles” that emphasize value creation more than time, “workstyles” that increase flexibility in time and space, and “ways of resting” that contribute to improving the quality of life. In addition, we are promoting health management by working to improve lifestyle habits and to invigorate communication.

Regarding “productivity” and the “maintenance of mental and physical health,” we have set specific numerical targets and are working to achieve them. Specifically, we are seeking changes in the awareness of each individual employee about these ideas and their establishment in our corporate culture. We are also striving for thorough compliance related to working hours management, including the elimination of long working hours and unpaid overtime, and further promotion of work-life balance and diversity.

Efforts for workstyle innovation

The creation of flexible workstyles and organizational cultures

Toward the creation of flexible workstyles and organizational cultures, we have been preparing flexible working systems so that employees can advance their work efficiently and rest well during time off with clear “on” and “off” rhythms. These include expanding flex-time systems, enhancing working systems that increase flexibility in terms of time and space through the incorporation of working from home and encouraging people to take planned and meaningful time off.

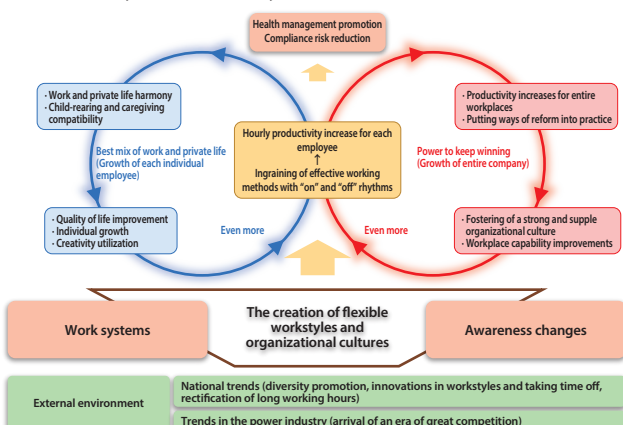
Major Systems

Flexible working hours	All workplaces support in principle
Working from home	Supported for childcare, family care and other reasons
Maternity leave	From 6 weeks before birth until 8 weeks after birth
Paternity leave	5 days when a spouse gives birth
Accumulated leave for family support	Leave accumulated as part of annual paid leave can be taken for childcare, family care and other reasons
Childrearing leave	Can be taken until the end of the fiscal year when the child turns 3 years old 7 days paid from start
Shortened work hours (for child care)	Can be utilized until the child starts elementary school

Workstyle Innovation, Health and Productivity Management Committee established

In January 2017, we established a Workstyle Innovation, Health and Productivity Management Committee with our president as the chairman. This committee discusses the suitability of how working hours are managed, and changes in awareness and how work is conducted. It also deliberates the state of utilization of various work systems and various efforts to rectify long working hours, for example, as it steadily implements PDCA cycles.

“Double loop for the growth of the company and employees” — virtuous cycles for workstyles



Efforts for health and productivity management

“Improving abilities to handle stress” and “realizing reasonable lifestyle habits”

Seeking to improve and encourage health management awareness and increase self-care, we are utilizing stress check systems, as well as conducting self-care seminars, and e-learning, for example. We are also providing exercise and nutrition guidance specifically for 25 and 30-year-old employees.

Moreover, we are seeking to improve and increase healthy conditions continuously by incorporating healthy behavior support apps, making the health status and daily lifestyle visible for each individual, and encouraging independent healthy behavior. In addition, we are facilitating communication in the workplace by, for example, undertaking workplace activities.

Advancing and strengthening line and staff care

We are seeking to enhance line care, implementing trainings for supervisors and conducting other efforts for the cultivation of environments in which superiors can easily support employees working under them. Furthermore, we are working to enhance support systems through staff care, including the arrangement of contacts for consultations with industrial physicians, industrial nursing staff, external counselors and others.

Recognized as a “Company with Excellent Health Management (White 500)”

In February 2017, we received high evaluations of our “management that values people” philosophy and our efforts for the health of our employees, and we were recognized as a “Company with Excellent Health Management (White 500).”



Thorough management of appropriate working hours

From December 2016 through February 2017, we received correction recommendations and advice related to the management of working hours from the Labour Standards Inspection Office for multiple workplaces. In April 2017, we reported the measures we took to the Labour Standards Inspection Office and received confirmation that we had appropriately completed dealing with them.

Sustaining stable labor-management relations

We have concluded a union shop agreement with the Kansai Electric Power Labor Union, and have set “company productivity increases accompanied by improved labor conditions” as a shared labor-management goal. Based on strong relationships of trust that we have constructed over our many years of history, we are building good labor-management relations.

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Diversity promotion

Efforts to promote diversity

Kansai Electric Power's diversity goals

We established an exclusive organization in 2011 intended for all employees with the goal of raising awareness and promoting behavioral changes in order to promote the advantages of individual differences as one of our strengths. We are promoting initiatives such as workplace training and the periodic release of information intended to forge the power of the individual as an organizational strength. In addition, we established the Kansai Electric Power Group Diversity Promotion Policy in December 2015, and we are making efforts to the promotion of diversity as one of our management strategy.

Kansai Electric Power Group Diversity Promotion Policy

1. By respecting the "differences" of each individual and making diverse senses of value and ways of thinking into sources of strength for the organization, we will realize a competitive corporate group that creates new value.
2. We seek to realize workstyles and to cultivate workplace environments that enable everyone to exercise their abilities to their maximum extents, regardless of their personal attributes, including gender and age, or experienced life events.

Improvements Achieved by the Organization

Linking to behavior

Creating value and providing choice

Stimulating and enhancing each other's creativity

Employees express a variety of opinions



Employees of different ages, sex, experience levels, and ways of thinking

Promotion of employment of elderly persons

In accordance with the objectives of the Act on Stabilization of Employment of Elderly Persons, we introduced a system for re-employing retired employees in 1996. Currently, more than half our employees who have reached retirement age are participating by applying their extensive expertise and skills.

Promoting employment of persons with disabilities

We are also actively promoting the employment of workers with disabilities through our special affiliate company Kanden L-Heart (established in 1993). As a result, our ratio of workers with disabilities was 2.41% as of June 2017, remaining above the legally required ratio (2.0%). We are opening up a diverse range of jobs for people with disabilities such as office work assistant while bolstering support for those with mental disabilities.



Office assistants working

Initiatives to encourage the further success of female employees

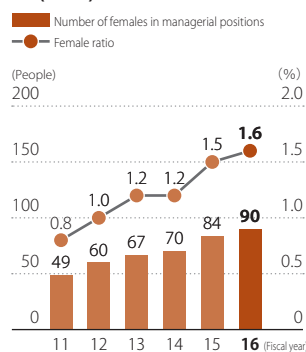
In addition to encouraging continuous contributions to the organization by developing abilities and growing independently through work, we are striving to make environments where people can continue to work enthusiastically even when their lifestyles change. Moreover, our company supports and has signed the Women's Empowerment Principles, which were created by UN Women and the United Nations Global Compact. We received the "Kurumin" certification in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children and the highest "Eruboshi" certification (third level) in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace. In addition, we were recognized as a "Leading company for female activity in Osaka City," and received the fiscal 2015 Mayor's Commendation For Excellence Award.



Initiatives to encourage the further success of female employees

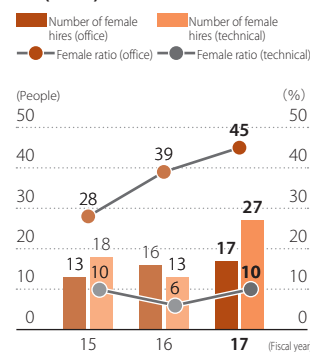
Appointments to managerial positions	By the end of FY 2020, the ratio of females in managerial positions shall be double that of FY 2013.
Recruitment	Achieve ratios of 40% for women employed in office jobs and 10% for women in employed in technical jobs.

Number of female managers (ratio)



(Figures from fiscal year ends)
 * Excludes medical staff and transportation staff
 * Executives include positions equivalent to chief clerk and higher

Number of female hires (ratio)



(Based on fixed term trial employment for each fiscal year)

Promoting the participation of male employees in child-raising and housework

In addition to raising awareness among male employees themselves, we are endeavoring to create workplace environments that make it easy for men to also participate in child-raising and housework.

In addition, we are now providing up to seven days of paid leave from the start of childrearing leave, and promoting the taking of childrearing leave by men.



Cultivation measures for “human capital” innovation

Our fundamental approach to “human capital” innovation

We believe that two themes are important in order for our company to win in the fierce competition of the future and continue to grow even more. The first is “Specialty,” which is the deepening of the strengths of each individual employee and his/her expertise in specific fields. The second is “Diversity,” which is the utilization of the unique specialty differences of each individual and organization and their unification in the power of the whole that pulls us forward. With these themes as our two wheels, we are accelerating innovation and taking on challenges by strengthening human resource foundations that are suitable for the new energy age. We are doing this through, for example, the development of personnel who have strong self-reliance and can keep winning in a competitive era, and the creation of foundations that increase the energy of each and every employee.

Specific initiatives

Radical revisions of our training systems

In order to realize the strengthening of our personnel foundations, we have radically revised our training systems. For example, from the perspective of personnel development, we have moved forward the timing of when employees receive trainings so that they can learn sooner compared to in the past. In addition, we have newly established “elective trainings” with the goals of further augmenting the strengths of individuals and improving and mastering areas where they need development as well as trainings intended to further improve the management abilities of managers. Even as we undertake reforms such as these, we are also continuing to implement specialized trainings to reliably transmit and improve specialized skills and techniques. We do this in order to assure the development of the personnel who will continue to fulfill our unchanging missions to provide safe and stable fuel supplies and execute our business reliably. Through these efforts, we are seeking to strengthen our “human capital” further.



General training



Specialist training

Overview of revisions to training systems

Early cultivation	Seek to make the timing earlier and more flexible for receiving trainings that had previously been received uniformly after promotions, making it possible to take them before promotions according to roles and job rotations at workplaces, for example.
Confirm degrees of learning	Conduct confirmations of degrees of learning in order to increase concentration during lectures and promote the certain learning of training contents. In addition, use these confirmation results as opportunities to objectively confirm individual strengths and development points, and apply this to OJT.
Establish elective trainings	Establish diverse and flexible elective trainings that enable people to gain necessary knowledge and skills at appropriate times according to, for example, their work experiences and that further augment individual strengths and support their development points.
Strengthen management abilities	Enhance trainings that seek to strengthen management abilities in order to support furthering effectiveness as core members of the workplace, especially for management class employees.

Supporting the self-directed growth of all employees

For the strengthening of our personnel foundations, sustaining the “independent desire to learn” in employees is extremely important, and we have prepared an extensive variety of support measures to do so. In addition, “challenge trainings” and other measures are also available to our Group companies to assist with personnel training that crosses divisions within the Group.

Main self-development systems

In-house certification system	This system confirms the levels of employee knowledge and technical expertise, raises growth awareness, and encourages further self-improvement.
Certification bonus system	In order to encourage the acquisition of qualifications that have high relevance to work, this system provides congratulatory financial bonuses to employees who pass national certification tests and other tests designated by our company.
Challenge training	These trainings, which require application, are to support employees who independently want to expand their perspectives in diverse fields that are difficult for them to learn about in their daily work.
Encouragement for outside correspondence education	Periodic encouragement for correspondence education and e-learning has the goal of increasing the development and refinement of work execution abilities.

Number of training participants

Group training: 38,103 people
Challenge training: 2,722 people

Broad career development

We are promoting a good balance of various personnel development and assignment opportunities, including wide-ranging personnel exchanges, which can be between multiple fields and group companies, as well as career development for those that seek to become professionals in specific fields.

Personnel cultivation system

Ability development category \ Technical skill level		Responsible persons				Managers				
		Base level		Application level	Advanced level					
Group training	General training	New employee training	Development programs			Management strengthening				
			I	II	III	basic I	basic I follow-up	basic II	advance	advance follow-up
		Elective trainings								
	Specialist training	Division-specific education (skill training / work knowledge training / expert theory training)								
On-the-job training		OJT								
Self-development support		Domestic and foreign deployment training system (career advancement training)								
		Ability grade certifications, certification bonuses, challenge trainings, outside correspondence education, chief investigator challenge tests, e-learning, etc.								

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Safety and health efforts

Policies

To create workplace environments where employees can remain safe and healthy, Kansai Electric Power promotes efforts to create stimulating and lively workplace environments. The Safety and Health Activity Guidelines establish priority measures for the entire company, and each workplace creates an annual Safety and Health Activity Plan comprised of efforts to be taken based on those guidelines, and develops its own independent Safety and Health activities.

Safety and Health Committee meetings

In order to promote safety and health activities with unified labor and management, we hold Safety and Health Committee meetings every month in every workplace. The vigorous discussions include deliberations related to goals and efforts for workstyle innovation, health and productivity management.

Company-wide Safety and Health Stress Campaign and Company-wide Safety and Health Meetings

For two months starting in July every year, the entire company undertakes a company-wide Safety and Health Stress Campaign. At the beginning of July, we hold a Company-wide Safety and Health Meeting led by our president in order to raise employee safety and health awareness and foster feelings of solidarity.

2017 Kansai Electric Power Safety and Health Activity Guidelines: Priority Measures

- [Safety]**
- ① Make safe "thinking and acting" based on danger prediction into a habit
 - ② Promote safety activities to protect our colleagues in unity with partner companies
 - ③ Achieve understanding and strict enforcement of practices that drivers and passengers should observe along with the permeation of a considerate driving mindset
- [Health]**
- ① Promote sustained healthy behavior by increasing self health preservation awareness
 - ② Advance workplace-wide healthy behaviors and communication
 - ③ Further strengthen coordination between hygiene line staff, managers and supervisors as well as every workplace

Specific safety efforts

Accident prevention measures and education

With "zero accidents" as our goal, we are working to identify dangers and concerns through various efforts starting with efforts to raise the safety awareness of employees and including risk assessments, safety patrols and danger prediction activities. By sharing this information and making improvements, we are striving to prevent accidents. Furthermore, as a means of supplementing the independent safety activities of our employees, we are conducting education, starting with legally designated education, but also with various innovations applied. In these ways, we are seeking to strengthen and enhance our safety management systems.

Thoroughly managing driver safety

For employees who would drive company cars, we provide education related to safe driving and practical training based on our own Vehicle Operator Certification System. After completion, we give them vehicle operator certifications, but we also conduct regular follow-up education and training.

We also systematically train some vehicle operators to be Safe Driving Instructors as we work to implement thorough safe driving management at every workplace.

Number of certified vehicle operators

About **11,000**

Formulating accident recurrence prevention policies

On the rare occasions when accidents occur, we formulate recurrence prevention policies based on the results of investigations and analyses in order to utilize them as "lessons." By rolling these out consistently throughout the company, we are striving to achieve "zero accidents."

As a result of these efforts, our accident frequency rate* is lower than the national average.

Accident frequency rate*

0.28

* This accident frequency rate represents the number of casualties from work accidents resulting in at least one day of absence from work per million hours of work.

Trend in Accident Frequency Rate

