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Social

- ◆ Human Rights
- ◆ Labor Practices
- ◆ Occupational Health and Safety
- ◆ Human Resources Development
- ◆ Responsibilities Toward Customers
- ◆ Disaster Mitigation Efforts
- ◆ Communities
- ◆ Supply Chain Management

Human Rights

Respect for human rights

◆◆◆ Policy and Concept ◆◆◆

As part of its CSR Action Principles, our Group has established conduct standards regarding human rights, upholding “Respect for Human Rights and Development of Favorable Work Environment by Taking Advantage of Diversity.” We recognize human rights as a common and universal value of a global society, and we are committed to compliance with the laws and regulations of each country or region in which we operate. With the upmost respect given to international norms to protect human rights, we are promoting respect for human rights throughout the supply chain.

◆ Conduct Standards regarding Human Rights

(excerpt taken from CSR Action Principles 4. Conduct standards for individuals)

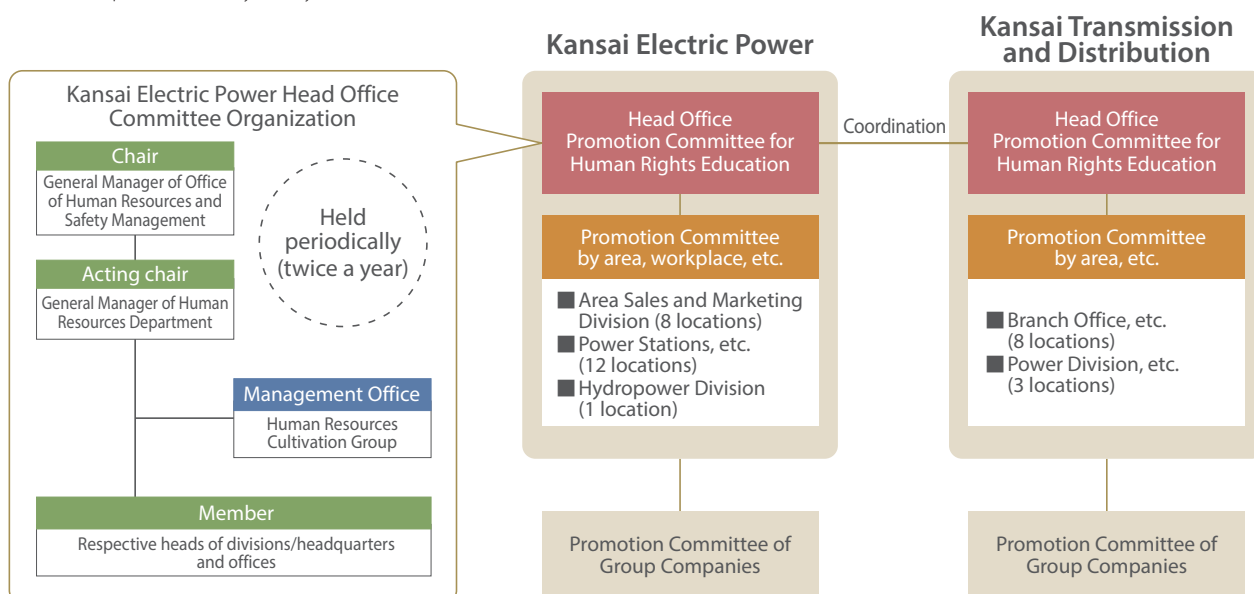
- Respect the human rights of every individual with a stake in business activities.
- Never say or do anything that is discriminatory, harassing, defamatory or taunting or that could otherwise cause another person to feel uncomfortable based on race, nationality, religion, gender, sexual orientation, sexual identity, social position, family background, occupation, disability or other personal trait. Moreover, do not sympathize with such words or behavior or allow them to pass.
- Never involve in any kind of forced labor or child labor.

◆◆◆ System ◆◆◆

● System for the promotion of human rights education

With the Promotion Committee for Human Rights Education established at the respective head offices and business activity bases in each region, our Company and Kansai Transmission and Distribution, Inc. formulate basic plans for human rights education for the year to come, as well as confirming how human rights awareness raising efforts and training programs are being implemented. In addition, we share information on various human rights issues and promote initiatives for respecting human rights across the Group.

Director responsible: Nobuyuki Miyamoto (Executive Vice President)



◆◆◆ Goals ◆◆◆

- Kansai Electric Power 2020 Basic Plan for Human Rights Education
- Kansai Transmission and Distribution 2020 Basic Plan for Human Rights Education

**Promote human rights training
with the goal of having all
employees receive training at least
once a year.**

2019 Results:
Frequency of training attendance per person

1.07 times
(20,441 employees attended)

◆◆◆ Efforts ◆◆◆

● Efforts to raise human rights awareness

We provide human rights training to management and all employees on a continuous basis to deepen their understanding and recognition of our corporate responsibility to respect human rights, and to enable each and every employee to take responsible action in all business activities. Regarding harassment prevention, we hold workplace discussions based on case examples every year throughout the company to create a workplace climate that does not permit any kind of harassment. In addition, we pay careful attention to routine internal practices from the perspective of respect for human rights and conduct appropriate reviews as necessary.

◆ Characteristic training and attendance

Training details	Target person	Attendance
Human Rights Lectures (IT innovation and evolution; new human rights issues)	Upper management, promotion members, officers and others	170
LGBT: Basic Knowledge	Promotion members	65

Note: The Harassment Counselor Training program has been suspended to prevent the spread of the novel coronavirus.



Human rights lectures

● Initiatives linking our Group, municipalities and other entities

Twice a year, the Kansai Electric Power Group holds Human Rights Information Exchange Meetings for Group Companies to promote initiatives for respecting human rights. In addition, we actively participate in the activities of the Osaka City Council on Human Rights Promotion for Corporations and other liaison group organizations, as well as those at the national and local government level.

● Relevant data

Policy		
Policy pertaining to the respect for human rights	Established	Included in the Kansai Electric Power Group CSR Action Charter https://www.kepcoco.jp/sustainability/csr/mind/charter/index.html