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

Human Rights



SOCIAL



Respect for human rights

Policy and Concept

As part of the Kansai Electric Power Group Code of Conduct, our Group has established conduct standards regarding human rights, upholding "Respect for human rights and promotion 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 prevention of harassment and respect for human rights throughout the supply chain.

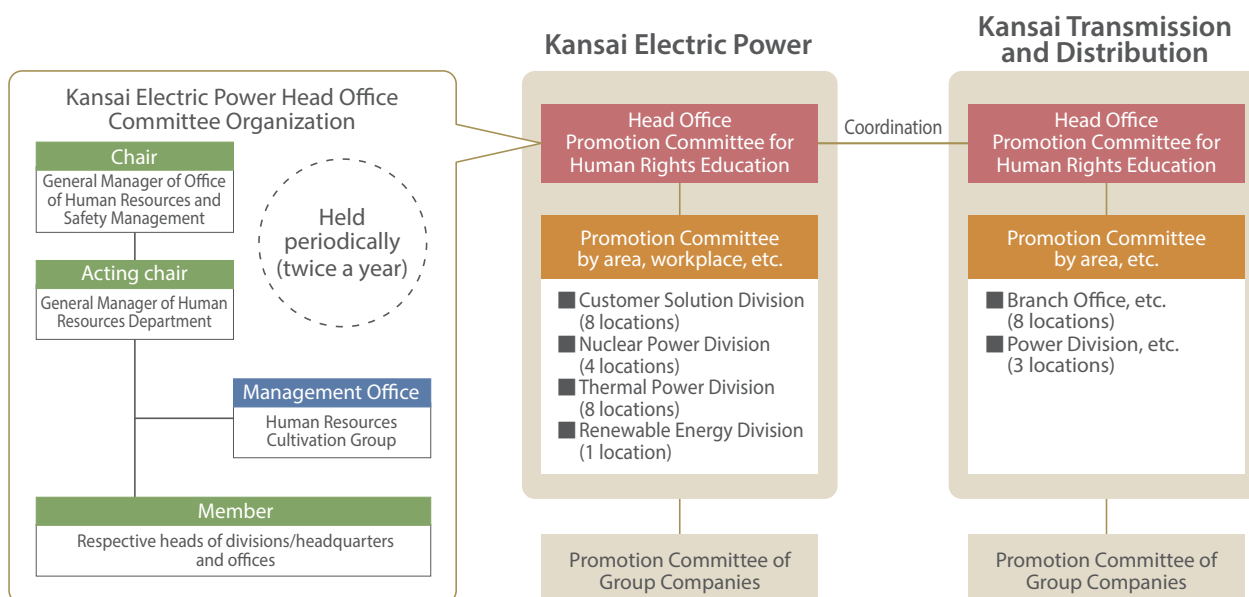
◆ Conduct standards regarding human rights (excerpt taken from the Kansai Electric Power Group Code of Conduct, 4. Respect for human rights and promotion of diversity, Conduct standards for individuals)

- Respect the human rights of every individual involved in business activities and promote diversity.
- 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 be involved in any kind of forced labor or child labor.
- Endeavor to create workplaces that make the most of diverse senses of value and that enable people to work with vigor and vitality.

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.



Goals

- Kansai Electric Power 2021 Basic Plan for Human Rights Education
- Kansai Transmission and Distribution 2021 Basic Plan for Human Rights Education

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

FY 2020 Results:
Frequency of training attendance per person

2.76 times

(A total of 53,610 employees attended)

Efforts

● Efforts to raise human rights awareness

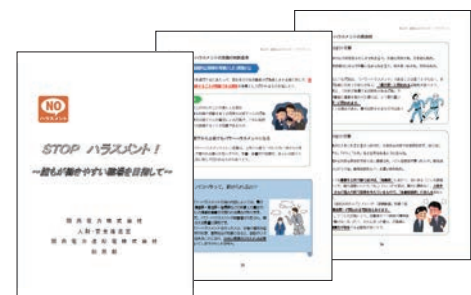
The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. provide human rights training to management and all employees on a continuous basis to deepen their understanding and recognition of our corporate responsibility to respect human rights, and to enable each and every employee to take responsible action in all business activities.

Particularly with regard to harassment prevention, we have established rules, including a handbook, and consultation desks for harassment prevention to create a workplace climate that does not permit any kind of harassment. We are also thoroughly engaged in activities to raise awareness of harassment prevention by implementing e-learning and holding workplace discussions based on case examples every year throughout the company.

In addition to the above, 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 actual attendance in fiscal 2020

Training details	Target person	Attendance
Human Rights Training for Directors - IT innovation and revolution; corporate management -	Upper management and promotion members	65
Human Rights Lectures Current status of power harassment and preventive measures	Promotion members, officers and others	170
Harassment Counselor Training	Consultation desk managers	23



Harassment Prevention Handbook

Note: Training was carried out online to prevent the spread of COVID-19.

● 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 Code of Conduct
<https://www.kepco.co.jp/sustainability/csr/mind/charter/index.html>