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Human Rights

SOCIAL



Respect for human rights

Policy and Concept

As stated in the Kansai Electric Power Group Code of Conduct that our Group regards human rights as a universal value shared by the international community, supports international norms on human rights, and respects human rights in all its business activities, we have been promoting initiatives to encourage the respect of human rights.

Today, in light of the heightened awareness of respect for human rights in society, including the issuance of the National Action Plan on Business and Human Rights (NAP), in fiscal 2021 we established the Kansai Electric Power Group Human Rights Policy in compliance with the Guiding Principles on Business and Human Rights. This policy serves as a top-level human rights policy based on the Kansai Electric Power Group Management Philosophy Purpose & Values and the Kansai Electric Power Group Code of Conduct.

In accordance with the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and international human rights norms, the Group is committed to preventing and reducing negative impacts on human rights in various forms of human rights violations such as human trafficking, forced labor, and child labor related to business activities. We will fulfill our corporate responsibility for respecting human rights and support the realization of a society where the dignity and rights of all human beings are respected.

◆ Kansai Electric Power Group Human Rights Policy Preamble

Under the Kansai Electric Power Group Management Philosophy Purpose & Values, the Group will contribute to the sustainable development of society and support the realization of a society where the dignity and human rights of all human beings are respected through the collective wisdom and collaboration of all its executives and employees.

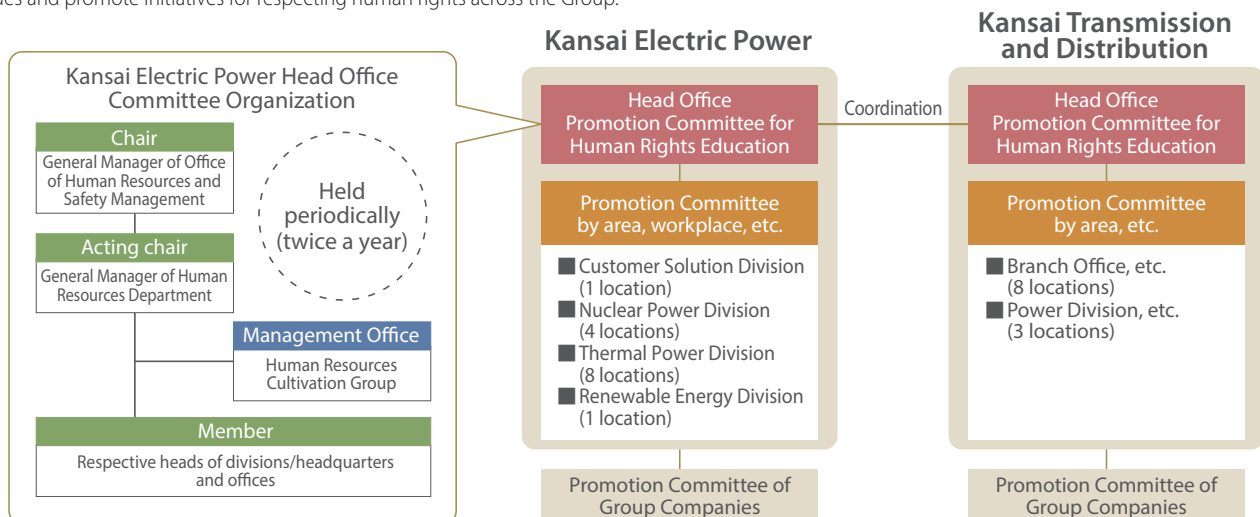
The Group hereby establishes the Kansai Electric Power Group Human Rights Policy (hereinafter referred to as the "Policy") to express our respect for the human rights of all people involved in the Group's business activities and promote human rights initiatives.

The Policy lays the foundation for all business activities of the Group as a top-level human rights policy based on the Kansai Electric Power Group Management Philosophy Purpose & Values and the Kansai Electric Power Group Code of Conduct.

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 2022 Basic Plan for Human Rights Education
- Kansai Transmission and Distribution 2022 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 2021 results:
Frequency of training attendance per person

2.38 times

(-0.38 times compared to FY 2020)
A total of 45,712 employees attended

FY 2020 results: 2.76 times

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, to create a workplace climate that does not tolerate any kind of harassment, in 2021 we established anti-harassment regulations, including a handbook, and also set up internal and external consultation desks* to facilitate consultations on harassment. We are also engaged in activities throughout the entire corporation to raise awareness of harassment prevention by, for example, holding workplace discussions based on case examples.

In addition, the Company and Kansai Transmission and Distribution, Inc. are conducting various awareness raising activities, including e-learning, to ensure that all employees understand the Human Rights Policy of the two companies, which was newly established in 2021, and to promote respect for human rights in business activities.

* The Compliance Consultation Desk and the Human Rights and Harassment Consultation Desk have been established. In fiscal 2021, 38 consultations were received through these desks on human rights and discrimination, including harassment. Disciplinary actions were taken for four of these cases.

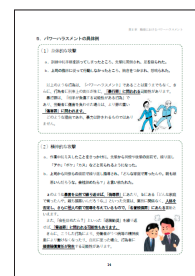
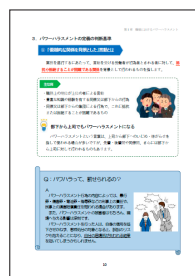
◆ Characteristic training and actual attendance in fiscal 2021

Training details	Target person	Attendance	Remarks
Human Rights Lectures For Harassment Prevention in the Workplace	Promotion members, officers and others	193	FY 2020 results 170 (+23)
Harassment Counselor Training	Consultation desk managers	52	FY 2020 results 23 (+29)

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



Harassment Prevention Handbook



● 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

Kansai Electric Power Group Human Rights Policy
<https://www.kepco.co.jp/sustainability/society/humanrights/index.html>

