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## S O C I A L

- ◆ Human Rights
- ◆ Labor Practices
- ◆ Occupational Health and Safety
- ◆ Human Capital Development
- ◆ Responsibilities Toward Customers
- ◆ Disaster Mitigation Efforts
- ◆ Communities
- ◆ Partnership with Suppliers



# 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 December 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 human rights due diligence, 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.

### ● Human rights due diligence system

We will identify negative impacts (human rights risks) associated with our business activities and report the status of initiatives toward prevention and reduction and other matters to the Sustainability Promotion Council chaired by the President, confirming the implementation status of human rights due diligence at this Council.

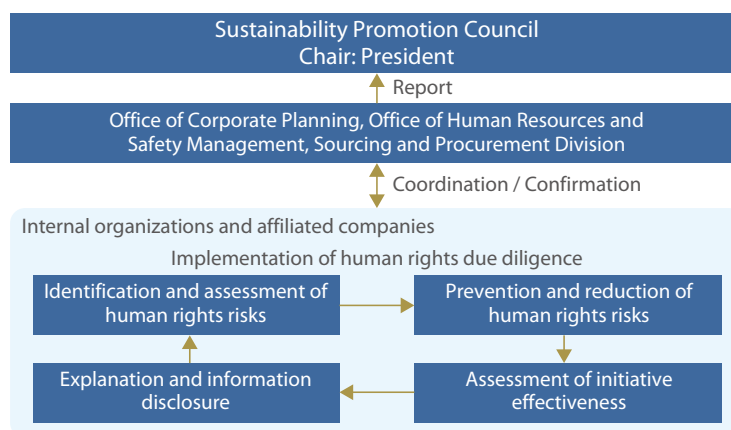
### ● Implementation status of human rights due diligence

In fiscal 2023, the Company conducted human rights due diligence with a focus on operating divisions closely related to its supply chain.

Specifically, based on an operational policy that refers to the Ministry of Economy, Trade and Industry's Guidelines on Respecting Human Rights in Responsible Supply Chains, we have identified and managed risks with regard to human rights violations that may occur in our business operations, and have been studying initiatives to prevent said violations. We will move forward with initiatives focusing on the following three human rights violation risks to which a company should pay particular attention.

#### Risks of human rights violations requiring particular attention

- Risks at overseas fuel mining sites (child labor, forced labor, etc.)
- Safety and health impacts on workers
- Environmental impact on local communities



As for the initiatives we undertook in fiscal 2023, we will collaborate with external experts and others to evaluate, verify, and review to improve the effectiveness of the initiatives. These initiatives will be applied in the Kansai Electric Power Group companies step by step while monitoring the implementation status at the Kansai Electric Power Company.

Additionally, to check the status of human rights initiatives at our suppliers, we conducted a questionnaire survey that deals with issues such as forced labor, child labor, conflict minerals, and foreign technical intern trainees, targeting 575 major suppliers. Based on the results of the survey, we will proceed with efforts to respect human rights throughout our supply chain.

### ● Remedy desks

The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. accept consultations not only from employees but from all stakeholders.

With the Compliance Hotline and the Human Rights and Harassment Hotline in place, employees are informed of these through our internal portal site, training, and other means. For customers, local communities, suppliers, and other stakeholders, consultation is offered through "Contact" on our website and by other means.

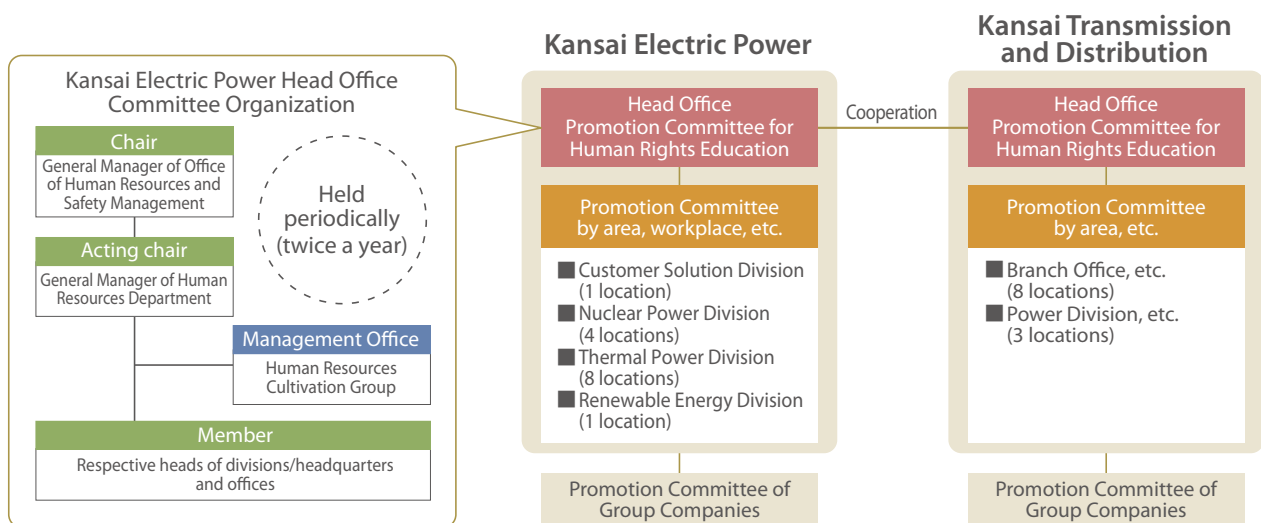
### ● Dialogue and consultation

The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. have formulated a human rights policy and implemented awareness-raising activities, seeking advice from outside experts. We will continue to advance initiatives demonstrating respect for human rights through dialogue and consultation with our stakeholders.

## ► 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 2024 Basic Plan  
for Human Rights Education

Kansai Transmission and Distribution 2024 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 2023 results:  
Frequency of training attendance per person

**2.30 times**

(-0.36 times compared to FY 2022)  
A total of 42,797 employees attended

FY 2022 results: 2.66 times



## Efforts

### Initiatives for raising human rights awareness and harassment prevention

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.

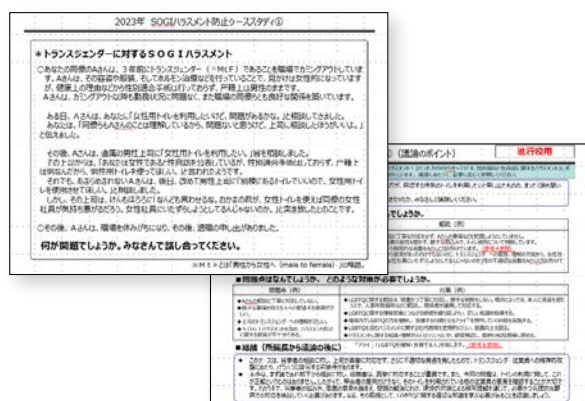
In fiscal 2023, we encouraged employees' understanding of business and initiatives to respect human rights, including human rights due diligence, required of companies through lectures by outside experts as well as group discussions and training to promote understanding of sexual minorities.

Furthermore, as a measure to prevent human rights violations such as defamation and discrimination on the Internet, a social problem in recent years, we have invited lecturers from Osaka Prefecture to provide training on the prevention of human rights violations on the Internet for personnel involved in human resources and labor affairs, and have introduced said training in related workplaces.

#### Distinctive training and attendance in FY 2023

Training details	Attendance
LGBTQ ALLY training	Personnel involved in human resources and labor affairs 95
Group discussion "SOGI harassment prevention"	3,767
Human rights lecture on "Business and human rights" —Considering the connection between Kansai Electric Power's business operations and human rights—	Promotion members, managers and others 220
Workplace discussion on harassment prevention	9,562
Training on the prevention of "Human rights violations on the Internet"	Personnel involved in human resources and labor affairs 21

#### Group discussion "SOGI harassment prevention"



#### Training on the prevention of "Human rights violations on the Internet"



### 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.kepcoco.jp/sustainability/society/humanrights/index.html>

