



S

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- ◆ Human Capital Development
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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 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 2024, in collaboration with external experts, we reviewed the identification, evaluation, and measures for human rights violation risks organized in fiscal 2023. Specifically, to address the identified human rights violation risks, some departments have formulated measures to prevent or mitigate the materialization of risks and are implementing these measures as needed. Regarding the identified human rights violation risks, we have selected important human rights themes to be aware of as we operate business based on the opinions of external experts.

To handle the important theme of human rights, we will develop an action plan and roadmap and move forward with ongoing efforts.

Going forward, we will sequentially expand our efforts across all departments of the Company and to our group companies. We have also established the Kansai Electric Power Group Procurement Guidelines, a set of requests to our suppliers, based on which we will properly manage risks throughout the supply chain. Results related to our initiatives have been posted on our website since fiscal 2025.



● 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

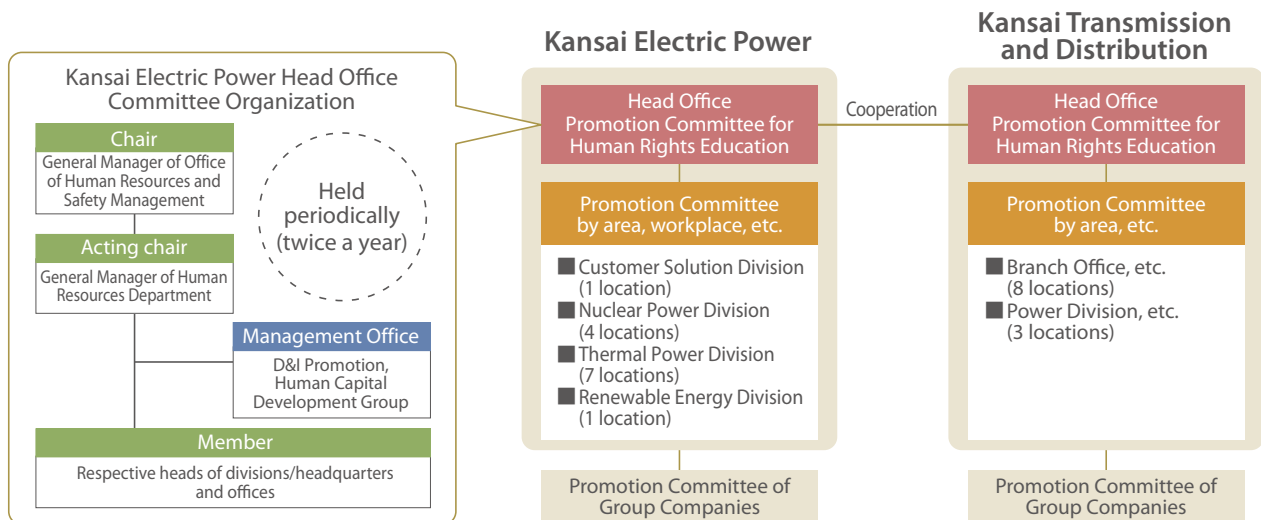
The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. have formulated a human rights policy and implemented awareness-raising activities, seeking advice from outside experts. In fiscal 2024, to further enhance our human rights due diligence, we enlisted review and advice for our initiatives from NGOs and external 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 2025 Basic Plan
for Human Rights Education

Kansai Transmission and Distribution 2025 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 2024 results:
Frequency of training attendance per person

1.72 times

—0.58 times compared to FY 2023
A total of 31,511 employees attended

FY 2023 results: 2.30 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.

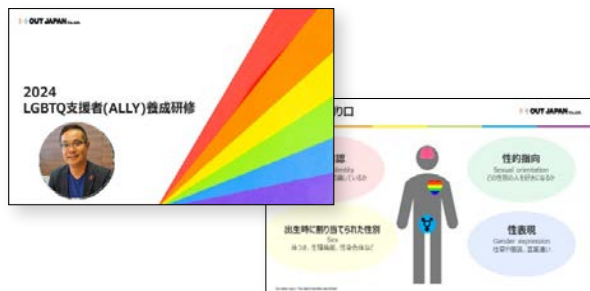
In fiscal 2024, we conducted human rights training for executives to promote their understanding of business and human rights, including human rights due diligence, as well as “LGBTQ ALLY Training” aimed at promoting understanding of sexual minorities to encourage employees’ understanding of initiatives toward respect for human rights required of companies.

Furthermore, to prevent human rights violations such as online defamation and discrimination, a social problem in recent years, we invited celebrity Smiley Kikuchi, who went through intense social media defamation, as a lecturer. Under the theme “To reduce the number of defamers,” he delivered a lecture on the dangers lurking on the internet and how to protect yourself from becoming a victim of cybercrime.

Distinctive training and attendance in FY 2024

Training details	Attendance
LGBTQ ALLY training	Personnel involved in human resources and labor affairs 869
Group discussion “SOGI harassment prevention”	580
Human rights training for executives “In light of the guiding principles on business and human rights”	80
Human rights lecture “To reduce the number of defamers”	Promotion members, managers and others 142
Workplace discussion on harassment prevention	7,643

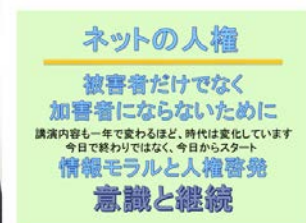
LGBTQ ALLY training



Human rights lecture “To reduce the number of defamers”



Lecturer: Smiley Kikuchi



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

Kansai Electric Power Group Human Rights Policy

<https://www.kepcoco.jp/sustainability/society/humanrights/index.html>

Human rights due diligence

<https://www.kepcoco.jp/sustainability/society/due-diligence/index.html>

Human rights relief & dialogue

<https://www.kepcoco.jp/sustainability/society/grievance/index.html>

Human rights awareness

<https://www.kepcoco.jp/sustainability/society/education/index.html>

