

Respect for Human Rights, Development of Favorable Work Environments

Respect for human rights

Basic policy

The Kansai Electric Power Group, aware of the social responsibility it should exercise as a corporation, is engaged in initiatives to deepen a correct understanding and awareness of human rights on the part of every employee in order to eliminate all forms of discrimination, including the *buraku* issue.

In addition to promoting respect for human rights and ensuring a positive working environment, we are proactively engaged in activities to achieve our goal of freedom from discrimination, not just within our company, but also throughout society at large.

Regarding sexual harassment and workplace bullying, we established Harassment Consultation Desks that collaborate with our Compliance Consultation Desks. Firm in our conviction to never permit any harassment, we are creating workplaces that eliminate harassment and prevent its emergence.

Efforts in fiscal 2013

In the past, the company's president and upper management monitored the latest developments in human rights and related law and promoted initiatives to uphold such rights.

Throughout fiscal 2013, we implemented awareness-raising initiatives on human rights targeting all our employees. During the fiscal year, 25,045 employees attended lectures on this issue.

In conjunction with Constitution Week and Human Rights Week, we also implemented other awareness-raising initiatives such as human rights lectures to enhance knowledge and respect for human rights.

Among our company-wide initiatives, we solicited submissions for human rights slogans and provided information on our company web portal. In fiscal 2013, we received 13,667 submissions for our human rights slogan.

Benefiting from employee diversity and creating comfortable workplaces

Promoting employee diversity

● Initiatives to encourage the further success of female employees

We actively recruit female employees and have been proactive about expanding the range of positions to which women are assigned by proactively assigning them to engineering and other positions that were once closed to female employees. When promoting an employee to a managerial position, the Company conducts fair and impartial evaluations, basing decisions on individual ability and suitability for the position, while avoiding gender-based discrimination. As a result, the number of women in positions of responsibility at the Company has been steadily increasing.

Kansai Electric Power has agreed to and signed the Women's Empowerment Principles, guidelines for women's social participation established by UN Women and UN Global Compact. In recent years, we participated in the Diversity Western-Japan Study Group and are committed to proactive information-sharing with other companies.

	Number of new female employees	In positions of responsibility
Fiscal 2008	59	31
Fiscal 2013	74	67

(Excludes medical staff and transportation staff)

● Promotion of employment of elderly persons

In accordance with the objectives of the Act on Stabilization of Employment of Elderly Persons, we introduced a system for re-employing retired employees in 1996. Currently, more than half our employees who have reached retirement age are participating by applying their extensive expertise and skills.

● Promoting employment of persons with disabilities

We are also actively promoting the employment of workers with disabilities through our special affiliate company Kanden L-Heart (established in 1993). As a result, our ratio of workers with disabilities was 2.12% as of June 2014, remaining above the legally required ratio (2.0%).

This company is working to open up a diverse range of jobs for people with disabilities where they can work while bolstering support for those with mental disabilities.

Creating flexible working conditions

● Systems to support the changing stages of life

To support work-life balance, we have instituted systems offering a diverse range of options.

■ Major Systems

Maternity leave	From 6 weeks before birth until 8 weeks after birth
Paternity leave	5 days when a spouse gives birth
Sick or injured child care leave	To care for a sick child or take a child for a health checkup before the child is enrolled in elementary school
Accumulated leave for family support	Paid leave accumulated as part of one's annual paid vacation can be taken to care for a sick spouse and other family members or for hospital visits for infertility treatment
Childrearing leave	Can be taken until the end of the fiscal year when the child turns 3 years old
Family care leave	Can generally be utilized within 3 years or for a total of 93 days
Shortened work hours (for child care)	Can be utilized until the child starts elementary school
Shortened work hours (for family care)	For the period requested by the employee (the period during which a family member requires care)
f-Staff system	A system for rehiring workers who previously left their job to have a child, raise children, or care for a family member

● Maintenance of stable labor and management relations

Kansai Electric Power has concluded union shop agreements with the Kansai Electric Power Labor Union, and we have built over 60 years of history of working toward the shared goal of improving company productivity accompanied by improving labor conditions. We have built good labor/management relations based on a strong foundation of trust.

● Initiatives to support employee development

Kansai Electric Power understands that its employees are the driving force behind all Group business activities, and that it is their development that underlies the Group's overall growth. As such, we are actively developing a range of initiatives to offer sustained support for the growth of each employee.

For example, Kansai Electric Power is making efforts to create even more opportunities for employees to teach and be taught for the purpose of promoting individual employee growth, including efforts to bolster training programs designed for different specialties and levels of ability.

● Kansai Electric Power efforts to promote diversity

Kansai Electric Power's goal is to create a workplace in which all employees can contribute their perspectives and ways of thinking to generate new ideas and devise better solutions as a team. To achieve this, we have promoted a wide range of initiatives such as information dissemination through our intranet and various training programs intended for those in managerial and other positions.

Safety and health efforts

Formulating guidelines and plans for safety and health activities

To create workplace environments where employees can remain safe and healthy, Kansai Electric Power promotes efforts to create stimulating and lively workplace environments. The Safety and Health Activity Guidelines establish priority measures for the entire company, and each workplace creates an annual Safety and Health Activity Plan comprised of efforts to be taken based on those guidelines, and develops its own independent safety and health activities.

2013 Kansai Electric Power Safety and Health Activity Guidelines: Priority Measures

Safety

- 1 Raise the safety awareness and risk sensitivity of employees as it relates to their behaviors
- 2 Promote risk reduction activities
- 3 Bolster the safety management framework
- 4 Ensure the safe operation of vehicles
- 5 Promote awareness activities in collaboration with business partners

Health

- 1 Prevent illness among employees, promote health maintenance and improvement
- 2 Maintain and promote comfortable workplace environments
- 3 Enhance the support system

Specific safety activities

● Accident prevention measures and education

Our accident prevention activities are aimed at achieving zero accidents. These activities include efforts to raise employee safety awareness; risk assessments to evaluate and reduce risks that may be hidden in facilities and processes; safety patrols; and TBM-KY as well as other risk-reduction activities that allow us to identify dangers and areas of concern, share information concerning them, and take remedial measures.

In addition, to supplement employees' autonomous safety activities, we conduct not only safety training as required by law,

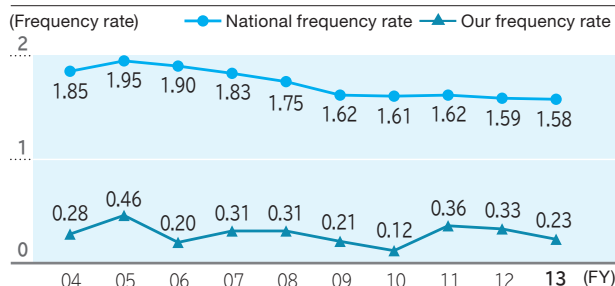
but also a variety of other specialized education to strengthen and enhance our safety control structure.

● Formulating accident recurrence prevention policies

In the event that an accident occurs, we investigate and analyze it, put measures in place to prevent recurrence, and disseminate this information throughout the Company to help reduce our accident rate to zero.

As a result of these efforts, our accident frequency rate is substantially lower than the national average.

■ Accident Frequency Rate



Accident frequency rate: An internationally accepted measure that expresses the rate of accident occurrence. Specifically, it indicates the number of lost-work-time accidents per million hours worked.

Specific health activities

● Promoting and strengthening mental health policies

To support employee mental health promotion, Kansai Electric Power has boosted education relating to stress relief, established points of contact for counseling both inside and outside the Company, and encouraged counseling visits.

Furthermore, in an effort to strengthen our self-care policies, Kansai Electric Power began promoting the use of an online stress diagnostic tool. We also introduced a Return-to-Work Support Program to help employees facing mental health challenges make a smooth transition back into the workplace. In these and other ways we provide a supportive work environment.