

The Kansai Electric Power Group recognizes the “human rights” as a common and universal value of the global society, supports the international standards relating to the human rights and respects the human rights in all of its business activities. Accordingly, we will strive to secure safe and comfortable work environment for all the people associated with our business activities and take advantage of diversity (each individual’s diversity) to the maximum extent.

Respect for human rights

Based on the recognition that respect for human rights is essential to every business activity, we are proactively striving to create a corporate culture that “neither discriminates nor permits discrimination” and to realize “a society grounded in human rights.”

We continuously raise awareness and offer training initiatives related to social integration and human rights in order to deepen every employee's proper understanding and recognition of various human rights issues, including buraku class discrimination, harassment and discrimination based on disabilities.



Social Integration Education
Promotion Committee

Kansai Electric Power Committee on Human Rights Education and Promotion

- Chair
 - Member of each organization
 - Member of each organization
 - Member of each organization
 - Member of each organization
 - Member of each organization
 - Member of each organization
 - Member of each organization
- Acting chair
- Secretary

Promotion Committee of each branch office

Promotion Committee of Group Companies

■ Efforts to raise human rights awareness

As an effort to raise awareness related to respect for human rights, we have been continuously holding integration and human rights trainings for management and for all employees. In fiscal 2015, a total of 20,620 people throughout the company participated. In addition, regarding the Disability Discrimination Act, which was enacted April 1, 2016, and the Revised Act for Promotion of Employment of Persons with Disabilities, we are appropriately conducting in-house information dissemination and training as well as maintaining consultation systems, for example.



Executive human rights training

Characteristic training and attendance

Training details	Target person	Attendance
Executive human rights training (Business management and human rights)	Chairman, president, executive management	60
Human rights lecture (Anger management to prevent power harassment)	Upper management, promotion members, officers and others	170
Harassment counselor training	Persons in charge of consultation desks	22
Trainings related to topics including the Disability Discrimination Act	Executive management, all employees	18,602
Training to promote LGBT understanding	Managers and others responsible for personnel and labor	10

■ Initiatives linking our group, municipalities and other entities

Our Group holds semiannual Human Rights Information Exchange Meetings for Group Companies. In addition, we actively participate in the efforts of the Osaka City Human Rights Council of Corporate Enterprises and other liaison group organizations, including those of the national and local governments.

Promoting employment diversity and creating comfortable workplaces

Efforts to promote diversity

Kansai Electric Power's diversity goals

We established an exclusive organization in 2011 intended for all employees with the goal of raising awareness and promoting behavioral changes in order to promote the advantages of individual differences as one of our strengths. We are promoting initiatives such as workplace training and the periodic release of information intended to forge the power of the individual as an organizational strength. In addition, we established the Kansai Electric Power Group Diversity Promotion Policy in December 2015, and we are making efforts with the promotion of diversity as one of our management strategy.

Kansai Electric Power Group Diversity Promotion Policy

- ① By respecting the "differences" of each individual and making diverse senses of value and ways of thinking into sources of strength for the organization, we will realize a competitive corporate group that creates new value.
- ② We seek to realize ways of working and to cultivate workplace environments that enable everyone to exercise their abilities to their maximum extents, regardless of their personal attributes, including gender and age, or experienced life events.

Initiatives to encourage the further success of female employees ①

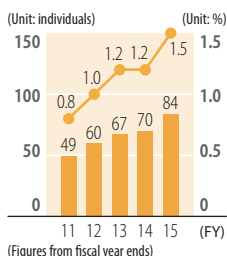
We support a woman's ability to make an ongoing contribution to the organization by nurturing her ability to develop through her work and through self-growth. We are also engaged in improving working conditions so that women can continue working with high motivation through the various stages of life. Moreover, our company supports and has signed the Women's Empowerment Principles, which were created by UN Women and the United Nations Global Compact. In addition, we were recognized as a "Leading Company with Actively Participating Women in Osaka City," and received the fiscal 2015 Mayor's Commendation For Excellence Award in March 2015.

Targets for female employment

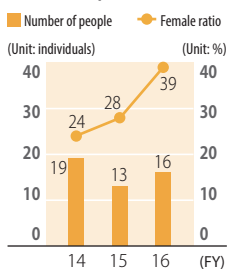
Appointments to managerial positions	By the end of FY 2020, the ratio of females in managerial positions shall be double that of FY 2013.
Recruitment	Ratio of females recruited for office work shall be at least 40%.

① Numbers of female employees hired and female executives*

● Number of female managers (ratio)
■ Number of females in managerial positions
◆ Female ratio



● Number of female hires for office positions (ratio)



*Excludes medical staff and transportation staff
*Executives include positions equivalent to chief clerk and higher

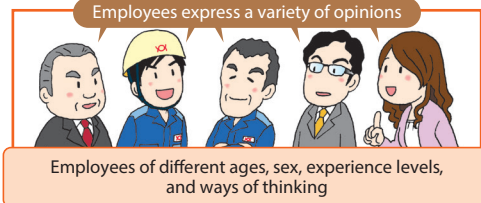
Improvements Achieved by the Organization

Linking to behavior

Creating value and providing choice

Stimulating and enhancing each other's creativity

Employees express a variety of opinions



Employees of different ages, sex, experience levels, and ways of thinking

Efforts for the creation of workplaces where working is easy

Advancing innovations in ways of working ②

We are seeking to both improve productivity and balance work and private life by preparing flexible work systems and ingraining effective working methods with "on" and "off" rhythms.

Major Systems

Flexible working hours	All workplaces support in principle
Working from home	Supported for childcare, family care and other reasons
Maternity leave	From 6 weeks before birth until 8 weeks after birth
Paternity leave	5 days when a spouse gives birth
Accumulated leave for family support	Leave accumulated as part of annual paid leave can be taken for childcare, family care and other reasons
Childrearing leave	Can be taken until the end of the fiscal year when the child turns 3 years old 7 days paid from start
Family care leave	Can 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)	Time necessary for family 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

② Status of major system use

• Rate of paid leave utilization

95.6%

(Ordinary employees only)

• Rate of childrearing leave utilization

100%

• Rate of paternity leave utilization

76.4%

Maintenance of stable labor and management relations

Kansai Electric Power has concluded union shop agreements with the Kansai Electric Power Labor Union toward the shared goal of improving company productivity accompanied by improved labor conditions. We have built good labor/management relations based on a strong foundation of trust throughout our long history.

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 2.36% as of June 2016, remaining above the legally required ratio (2.0%). We are opening up a diverse range of jobs for people with disabilities such as office work assistant while bolstering support for those with mental disabilities.



Training our employees

|| Policies

At the Kansai Electric Power Group, we understand that our employees are the driving force behind all our business activities and that their growth leads to the growth of the corporate group. For this reason, we have established our Ability Development Basic Plan, under which we are actively advancing efforts that effectively cultivate our personnel.

Specifically, we are working to create atmospheres in all our workplaces where everyone “thinks and thinks together” by implementing training programs targeting different roles and abilities, promoting on-the-job training (OJT) and supporting self-development.

● Important Elements of the Ability Development Basic Plan for FY 2015

- (1) Training to support for a safe and steady supply of power well into the future
- (2) Training to meet the expectations of customers and society
- (3) Training to enhance and strengthen our business foundation in anticipation of a new management environment

|| Specific initiatives

■ Group training attuned to roles and abilities

At Our Group, we have arranged a training system that allows employees to receive lessons at suitable times.



General training



Specialist training

These include General Training programs designed for changing roles and extending abilities and Specialist Training programs designed for different specialties and ability levels. Moreover, we are seeking to improve training in support of female empowerment. Furthermore, we are also implementing skill presentations and other trainings that should motivate both independent and group efforts to improve by acquiring new skills.

■ Promoting OJT in the workplace

Appropriate instruction and advice from supervisors and more experienced employees is crucial in conducting effective on-the-job training. For this reason, in addition to improving various texts and manuals in our technical departments, we are maintaining a Skill Record System that identifies and records the specialty skill attainment status of each person. This system is utilized not only for OJT, but also for preparing training plans and for undertaking independent self-improvement.

■ Supporting the self-directed growth of all employees ③

Sustaining the “independent desire to learn” in each employee is extremely important, and we have prepared a variety of support measures to do so. In addition, “challenge trainings” and some other measures are also available to our Group companies to assist with personnel training that crosses divisions within the Group.

● Main self-development systems

In-house certification system	This system confirms the levels of employee knowledge and technical expertise, raises growth awareness, and encourages further self-improvement.
Challenge training	The purpose of these trainings, which require participants to apply, is undertaking voluntary efforts to gain specialized abilities and increase expertise in a wide range of fields.
Encouragement for outside correspondence education	Periodic encouragement for correspondence education has the goals of developing work execution abilities and increasing general education.

③

Number of training participants

● Group training

43,445
people

● Challenge training

1,391
people

● Personnel cultivation system

Technical skill level		General staff						Managers and supervisors				
Ability development category		Base level		Application level	Advanced level							
Group training	General training	● New employee training	● Stage 1 general training	● Stage 2 general training	● Stage 3 general training	● Business employee training	● Deputy director step-up training	● Training of newly assigned officers	● Follow-up training of newly assigned officers	● Training of assistant managers	● Section manager of frontline workplace training	● Training of head office managers (leadership etc.)
	Specialist training	● Division-specific education (skill training / work knowledge training / expert theory training)										
On-the-job training		● OJT										
Self-development support		● Domestic and foreign deployment training system (career advancement training)										
		● Determination of grade ability ● external correspondence course ● deputy director challenge ● e-learning ● challenge training etc.										

Safety and health efforts

|| Policies

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.

2015 Kansai Electric Power Safety and Health Activity Guidelines: Priority Measures

Safety

- ① Raise risk sensitivity and safety behaviors that also protect colleagues
- ② Promote reciprocal safety activities with business partners through awareness-raising
- ③ Thoroughly commit to safe operation of vehicles

Health

- ① Employee self-monitoring to prevent illness and promote health maintenance and improvement
- ② Maintain and promote workplace environments where watchfulness, attentiveness and thoughtfulness are thoroughly ingrained
- ③ Enhance support systems by increasing coordination among managers, supervisors and health staff on the front line

■ Safety and Health Committee meetings

Our Safety and Health Committee meets monthly together with labor and management in every workplace to promote safety and health activities. We engage in repeated discussions of how to formulate a fiscal activity plan, ensure employee hazard prevention, and maintain good health.

■ Company-wide Safety and Health Stress Campaign and Company-wide Safety and Health Meetings

With the goal of ensuring safety and health during periods of intense heat, we hold a company-wide Safety and Health Stress Campaign every year for two months beginning in July.

In early July, we hold a Company-wide Safety and Health Meeting under the president and seek to energize employees and promote a feeling of solidarity in safety and health awareness.



Company-wide Safety and Health Meeting

|| Specific safety efforts

■ 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; 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.



Introducing examples of disasters that occurred in the past by situation

■ Thoroughly managing driver safety^①

For employees who drive company vehicles, we provide both education and training in practical skills related to safe driving based on our unique "driver

certification system." After that, we perform periodic follow-up education and training and require the passing of a driving skill test.

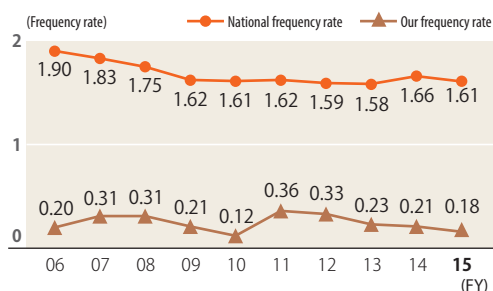
In addition, we systematically train driving instructors who instruct drivers and effectively implement safe driving management in each workplace.

■ Formulating accident recurrence prevention policies^②

On the rare occasions when accidents occur, we formulate recurrence prevention policies based on the results of investigations and analyses in order to utilize them as "lessons." By rolling these out consistently throughout the company, we are striving to achieve "zero accidents."

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

● Trend in Accident Frequency Rate



① Number of certified vehicle operators

About 11,000

② Accident frequency rate

0.18

Note: The accident frequency rate represents the number of casualties from work accidents resulting in at least one day of absence from work per million hours of work.

Specific efforts to health

Promoting voluntary employee initiatives for mental and physical health ③

At Kansai Electric Power, we voluntarily support the mental and physical health of our employees. With our Health Information Station health care website, we provide information that contributes to the maintenance and promotion of good health. This site provides detailed advice that emphasizes physical health, such as health guidance related to exercise habits, improving one's diet, and supporting smoking cessation in order to prevent the emergence of lifestyle-related diseases.



Health Information Station health management website

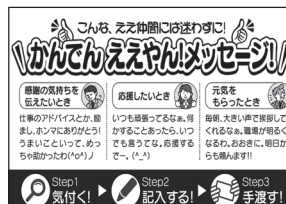
Promoting and strengthening mental health policies ④

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 in-house portal site providing a 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 are providing a supportive work environment.



Mental Health Handbook for Supervising Managers

In order to foster an environment conducive to mutual support among supervisors and colleagues and enhance active communication, we are promoting implementation of the *Mental Health Handbook for Supervising Managers* at each workplace. We are also pursuing an initiative to support interpersonal communication with a feeling of gratitude through praise of daily work as well as minor things. Known as the Kanden Eeyan Message, this friendly commendation is focused on workplace mental health.



Employees who notice their colleagues showing kindness, a positive spirit, or perseverance can express their gratitude and praise in their own words using the Kanden Eeyan Message form.

Improving our support system

We have devised several support systems that involve supervising managers, workplace colleagues, and external counselors in addition to health care staff such as industrial physicians, industrial nurses, and counselors.

Responding to new strains of influenza

Through our in-house portal, we are able to transmit information regarding the state of any epidemics and ways to prevent infection. We continually foster an awareness of prevention among our employees and have improved internal standards based on the experience gained from the H1N1 influenza outbreak of 2009. As a countermeasure, we have also stockpiled required items.

3

Number of Health Information Station page views

About 45,000

4

Rate of "self check" stress diagnosis implementation

83.9%

(as of June 2015)