

3 Proactive Contributions to Development of Local Communities

Contributing to the local community

As a business that is deeply rooted in local communities and is one member of these communities, our company continues to undertake activities that contribute to them, paying careful attention to the needs of their residents including our customers.

Inspection of electrical equipment at cultural properties

We are cooperating with fire departments and other organizations to inspect the electrical facilities of temples, shrines and cultural properties as well as public halls and local landmarks. We check for any electrical leakage or wiring abnormalities and we inform customers about safe ways to use electricity with their equipment.



Inspecting electrical equipment at the Tsutenkaku Tower

Helping local residents beautify their surroundings

In addition to our activities with local communities, we are carrying out cleanup activities around our business locations, at tourist sites, centering on Kansai Electric Power Group Environment Month (June) and Customer Appreciation Month (November). In addition, we have engaged in beautification activities such as removing illegal advertisements and erasing graffiti.



Cleaning activities at Iwashimizu Hachimangu Shrine

Support for traditional cultural preservation and regional events

To contribute to regional development and vitalization, we are working to support traditional culture and regional events rooted in local communities in a variety of ways.



Participating in the Tempyo procession during the Heijo Palace Tempyo Festival 2017

Collabo Art 21 exhibit of art by handicapped persons

Since 2001, Kansai Electric Power has been holding the Collabo Art 21, an exhibit that provides an opportunity for individuals with disabilities to display their works. Visitors can appreciate the art and sense the potential of the artists. Works selected for exhibiting can also be seen on our website.



Exhibition of selected works (part of sponsorship activities for Persons with Disabilities Week)

Support for employees engaged in social contribution activities

To support employees engaged in community activities or volunteer programs, we established a volunteer time-off program, among other initiatives. We published a Social Contribution website on our company web portal that provides enhanced information on the activities of volunteers and various workplaces.

System

Volunteer time-off program

This system allows employees, who participate in activities that contribute to society and meet fixed conditions, to take 50% or 100% of the time devoted to such activities as specially recognized time off, up to an annual limit.

Volunteer time-off program
Participation:
57
184.5 days

Operation of an in-house Social Contribution website

On our Social Contribution website, every employee can view in a single location volunteer information and examples of activities that contribute to society at other business places. They are also utilizing it as reference information for the activities at every business place.

CSR Action Principles

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Respect for Human Rights and Development of Favorable Work Environment by Taking Advantage of Diversity

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

Policies

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.”

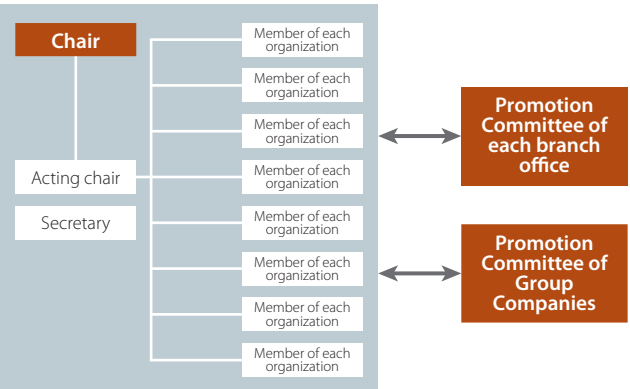
We continuously raise awareness and offer training initiatives related to social integration and human rights in order to deepen every employee’s proper understanding and recognition of various human rights issues, including buraku class discrimination, harassment and discrimination based on disabilities.



Social Integration Education Promotion Committee

Promotion system

Kansai Electric Power Committee on Human Rights Education and Promotion



Specific efforts

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 2017, a total of 26,498 people throughout the company participated.



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	73
Human rights lecture (Act on the Promotion of the Elimination of Buraku Discrimination, etc.)	Upper management, promotion members, officers and others	176
Trainings related to corporate social responsibility and human rights (International human rights standards, class discrimination, LGBT issues, harassment)	Employees	10,461
Training to promote understanding of disabled people so that they are considered rationally	Employees	871
Harassment counselor training	Persons in charge of hotlines	12

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 Council on Human Rights Promotion for Corporations and other liaison group organizations, including those of the national and local governments.

4 Respect for Human Rights and Development of Favorable Work Environment by Taking Advantage of Diversity

Unified promotion of workstyle innovation, health and productivity management

At our company, we are seeking workstyles that emphasize value creation more than time, workstyles that increase flexibility in time and space, and “ways of resting” that contribute to improving the quality of life. In addition, we are promoting health management by working to improve lifestyle habits and to invigorate communication.

Regarding “productivity” and the “maintenance of mental and physical health,” we have set specific numerical targets and are working to achieve them. Specifically, we are seeking changes in the awareness of each individual employee about these ideas and their establishment in our corporate culture. We are also striving for thorough compliance related to working hours management, including the elimination of long working hours and unpaid overtime, and further promotion of work-life balance and diversity.

Efforts for workstyle innovation

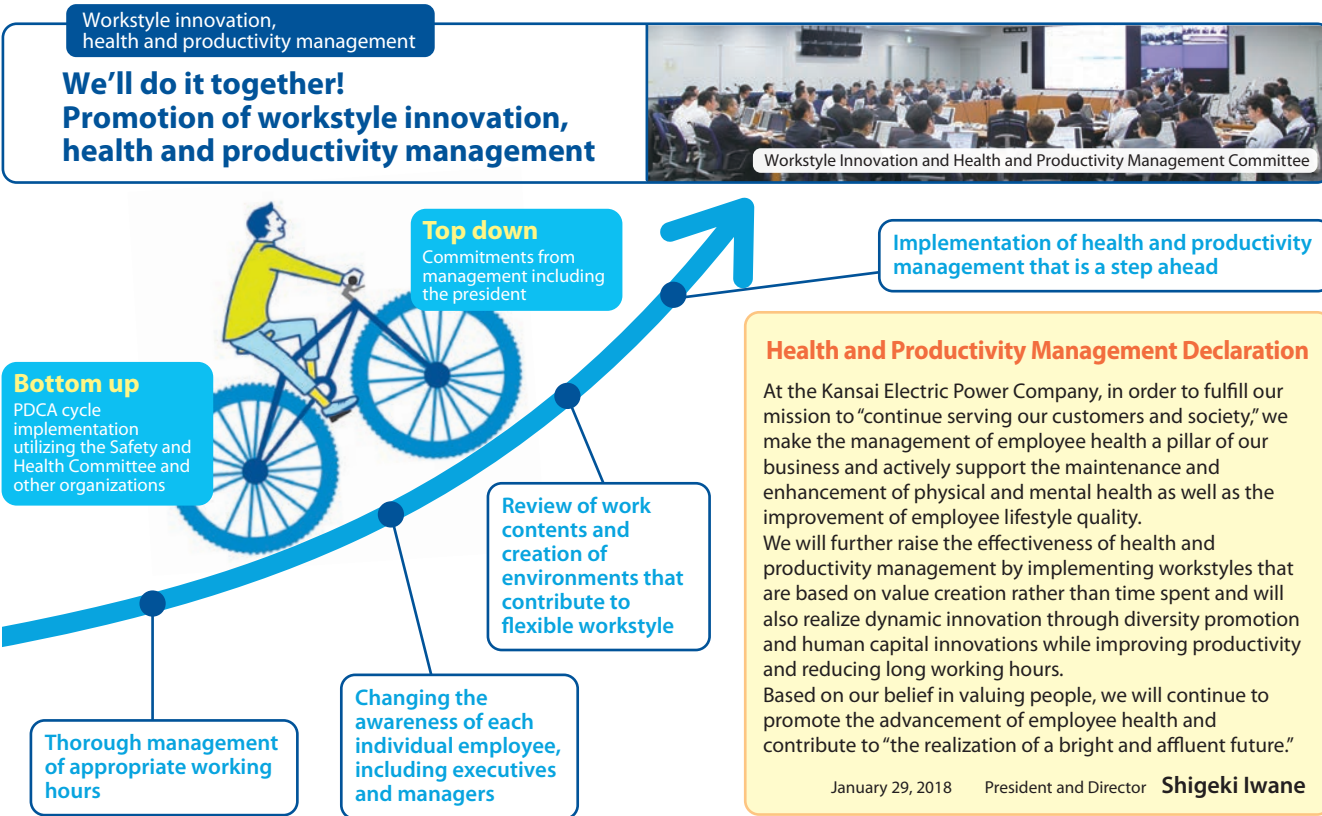
Operating Workstyle Innovation, Health and Productivity Management Committee

In January 2017, we established a Workstyle Innovation, Health and Productivity Management Committee with our president as the chairman. In this committee, leaders of each division, including management executives, discuss corporate-wide targets and efforts related to issues such as overtime work and days off, implementing the PDCA cycle for this area of concern.

Health and Productivity Management Declaration established

Under the leadership of our president, we established this Health and Productivity Management Declaration with the goal of expressing our determination to focus even more power on efforts for health and productivity management. We will continue to actively support promoting the physical and mental health of our employees and improving lifestyle quality for every one of them and their families.

Status of efforts for workstyle innovation, health and productivity management



Thorough management of appropriate working hours

In September 2017, we received correction recommendations and advice related to the management of working hours from the Labour Standards Inspection Office. We reported the measures we took and received confirmation that we had appropriately completed dealing with them during the same month.

Sustaining stable labor-management relations

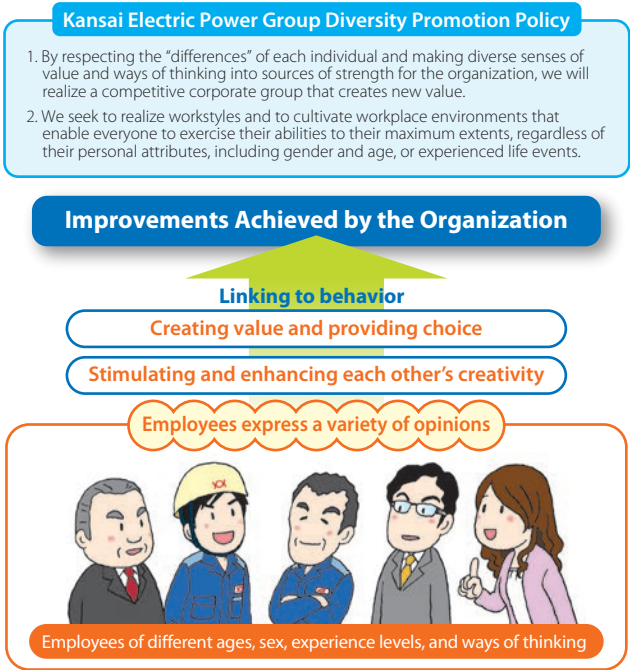
We have concluded a union shop agreement with the Kansai Electric Power Labor Union, and have set “company productivity increases accompanied by improved labor conditions” as a shared labor-management goal. Based on strong relationships of trust that we have constructed over our many years of history, we are building good labor-management relations. To keep these relations, we continue to strive for mutual understanding and agreement between labor and management by, for example, holding management panel discussions.

Diversity promotion

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.



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 2.44% as of June 2018, remaining above the legally required ratio (2.2%). 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.



Office assistants working

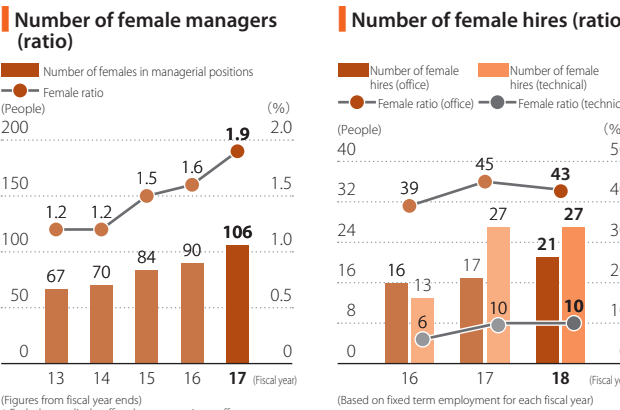
Initiatives to encourage the further success of female employees

In addition to encouraging continuous contributions to the organization by developing abilities and growing independently through work, we are striving to make environments where people can continue to work enthusiastically even when their lifestyles change. Moreover, our company supports and has signed the Women's Empowerment Principles, which were created by UN Women and the United Nations Global Compact. We received the “Kurumin” certification in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children and the highest “Eruboshi” certification (third level) in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace. In addition, we were recognized as a “Leading company for female activity in Osaka City,” and received the fiscal 2015 Mayor's Commendation For Excellence Award.



Initiatives to encourage the further success of female employees

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	Achieve ratios of 40% for women employed in office jobs and 10% for women in employed in technical jobs.



Promoting the participation of male employees in child-raising and housework

In addition to raising awareness among male employees themselves, we are endeavoring to create workplace environments that make it easy for men to also participate in child-raising and housework.

In addition, we are now providing up to seven days of paid leave from the start of childrearing leave, and promoting the taking of childrearing leave by men.



Rate of childrearing leave utilization among men* **190.0%**

*Men who took childrearing leave in fiscal 2017/men who had babies born in fiscal 2017

4 Respect for Human Rights and Development of Favorable Work Environment by Taking Advantage of Diversity

Cultivation measures for “human capital” innovation

The “human capital” that we seek

Considering ideals such as our Guidelines for Action for the realization of our Management Philosophy, which is the unshakable sense of values held by the Kansai Electric Power Group, we have established characteristics that group employees should possess as “human capital.” These characteristics that are necessary for our corporate group to achieve sustainable growth in the midst of an era of intense competition, include “For Customer,” “Morality and Mission,” “Challenge,” “Self-Reliance” and “Execution.”

Overview of the Kansai Electric Power Group Academy

Opening of the Kansai Electric Power Group Academy

On July 1, 2018, we opened the Kansai Electric Power Group Academy with our president acting also as the school president. In the Academy, in addition to the idea of “valuing people,” which we have been putting into practice until now, we also incorporate the company belief that “cultivating human resources is the most important thing for coming out on top in a severe competitive environment.” We have prepared a variety of trainings and education systems, and we are supporting the independent career creation of employees so they can each design careers according to their individual readiness.

Four personal cultivation systems of the Kansai Electric Power Group Academy

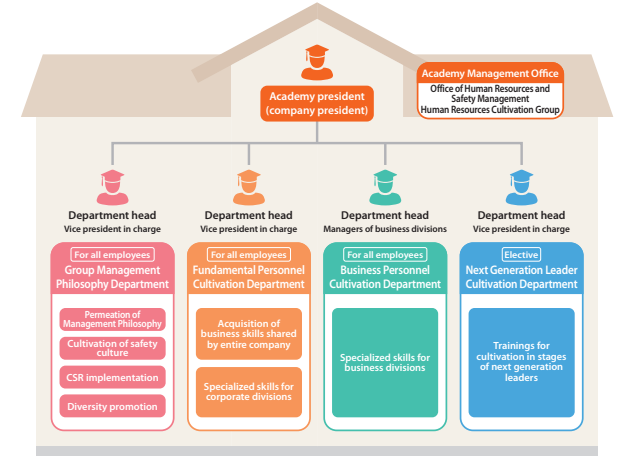


Overview of our training and education systems

Ability development category		Technical skill level	Responsible persons				Managers			
		Base level		Application level	Advanced level					
Group training	General training	New employee training	Development programs			Management strengthening				
			I	II	III	basic I	basic I follow-up	basic II	advance	advance follow-up
			Elective trainings							
	Specialist training	Division-specific education (skill training / work knowledge training / expert theory training)								
Self-development support			Ability grade certifications, certification bonuses, challenge trainings, outside correspondence education, chief investigator challenge tests, e-learning, etc.							

Organization and operation of the Kansai Electric Power Group Academy

The Kansai Electric Power Group Academy is organized into four educational departments with our company president as its president. The heads and deputy heads of each department are executives appointed from related divisions and have responsibility for the growth of our employees.



e-challenge system

We will implement an “e-challenge system” as an in-house open system that allows people to take on the challenges of diverse career fields. We promote opportunities that enable employees to succeed and grow even more in a wide range of fields, and we support the independent career development of each individual so that they can exercise their abilities to their maximum extents based on high levels of motivation.

Diverse career fields



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.

Safety and Health Committee meetings

In order to promote safety and health activities with unified labor and management, we hold Safety and Health Committee meetings every month in every workplace. The vigorous discussions include deliberations related to goals and efforts for workstyle innovation, health and productivity management.

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

For two months starting in July every year, the entire company undertakes a company-wide Safety and Health Stress Campaign. At the beginning of July, we hold a Company-wide Safety and Health Meeting led by our president in order to raise employee safety and health awareness and foster feelings of solidarity.

2018 Kansai Electric Power Safety and Health Activity Guidelines: Priority Measures

- [Safety]**
- 1 Make safe “thinking and acting” based on danger prediction into a habit
 - 2 Advance safety efforts that protect not only ourselves but also colleagues with a focus on communication
 - 3 Achieve understanding and strict enforcement of practices that drivers and passengers should observe along with the permeation of a considerate driving mindset
- [Health]**
- 1 Continuously implement healthy behavior on a workplace-wide basis
 - 2 Have managing supervisors manage with consideration
 - 3 Further enhance staff care and maintain and strengthen coordination with all workplaces

Specific safety efforts

Accident prevention measures and education

In order to keep the safety of all people who have relationships with our company, we are working to identify dangers and concerns through various efforts. These include raising the safety awareness of employees and implementing safety efforts that protect not only ourselves but also colleagues, as well as risk assessments and danger prediction activities. By sharing information and making improvements, we are striving to prevent accidents through these efforts. Furthermore, as a means of supplementing the independent safety activities of our employees, we are conducting education, starting with legally designated education, but also with various innovations applied. In these ways, we are seeking to strengthen and enhance our safety management systems.

Thoroughly managing driver safety

For employees who would drive company cars, we provide education related to safe driving and practical training based on our own Vehicle Operator Certification System. After completion, we give them vehicle operator certifications, but we also conduct regular follow-up education and training.

Number of certified vehicle operators
About **10,300**

We also systematically train some vehicle operators to be Safe Driving Instructors as we work to implement thorough safe driving management at every workplace.

Formulating accident recurrence prevention policies

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.

Accident frequency rate*
0.29

* This 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.

Trend in accident frequency rate

