

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 our recognition that the viewpoint of respect for human rights is essential to every business activity, we assign maximum value to international human rights norms and promote human rights initiatives in supply chain, while complying with laws and regulations in each country and region in which we operate our business activities.

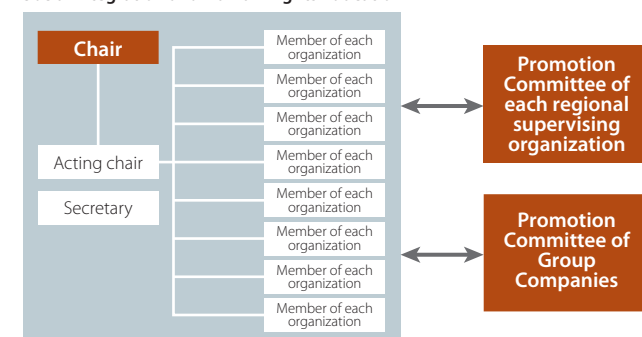
For realization of “a society grounded in human rights,” we continuously raise awareness and offer training initiatives related to social integration and human rights to deepen every employee’s proper understanding and recognition of various human rights issues, including buraku discrimination, harassment and discrimination based on disabilities.



Promotion Committee for Social Integration and Human Rights Education

Promotion system

Kansai Electric Power Promotion Committee for Social Integration and Human Rights Education



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 2018, a total of 20,602 people throughout the company participated.



Human rights lectures

Characteristic training and attendance

Training details	Target person	Attendance
Human rights lecture (Prevention of sexual harassment)	Executives, upper management, promotion members, officers and others	181
Trainings related to corporate social responsibility and human rights (International human rights standards, buraku discrimination, LGBT issues, harassment)	Employees	2,353
Training to promote understanding of disabled people so that they are considered rationally	Employees	237
Harassment counselor training	Persons in charge of hotlines	22

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.

Diversity promotion

Efforts to promote diversity

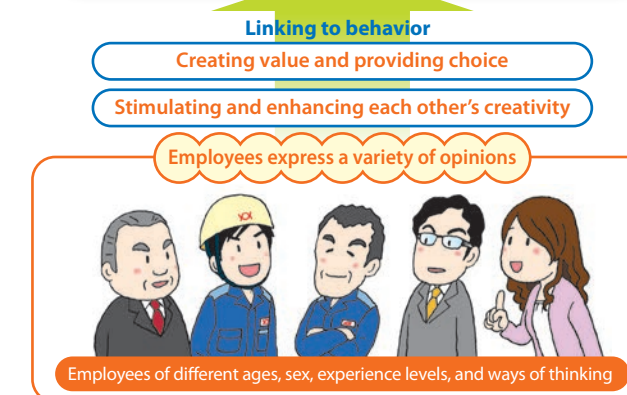
Kansai Electric Power’s diversity goals

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.

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 workstyles 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.

Improvements Achieved by the Organization



Promoting employment of persons with disabilities

We are 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 2.51% as of June 2019, 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

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.

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. 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.” Moreover, in the selection of “Nadeshiko Brands” instituted jointly by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, we were selected as a “Semi-Nadeshiko Brand.”

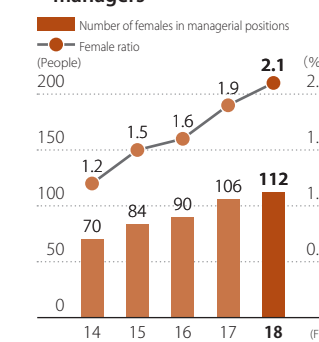


“Semi-Nadeshiko” of the Nadeshiko Brand

Targets for promotion of female employees

Appointments to managerial positions	By the end of FY 2030, the ratio and number of females in managerial positions shall be more than three times that of FY 2018.
Recruitment	Achieve ratios of 40% or more for women employed in office jobs and 10% or more for women employed in technical jobs.

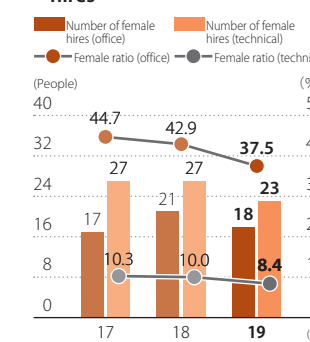
Number and ratio* of female managers



(Figures from fiscal year ends)

* Excludes medical staff and transportation staff
* Managerial positions refer to those equivalent to chief clerk and higher.

Number and ratio of female hires



(Based on fixed term employment for each fiscal year)

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.

Moreover, 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* 144.2%

*Men who took childrearing leave in fiscal 2018/men who had babies born in fiscal 2018

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Promotion of workstyle innovation, health and productivity management

Setting the goal that each one of our employees aims to become a “master of making good use of time” and a “master of keeping good health,” our company is oriented to workstyle that place weight on value creation and enhance flexibility of time and place of work, as well as “ways of resting” so that employees can enjoy self-improvement. In addition to that, we are encouraging employees to practice good health behaviors for five categories: weight, exercise, smoking, sleep and drinking.

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. To accelerate these efforts, we have set a goal for improving our health index to the level equivalent to leading companies in 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.

Health and Productivity Management Declaration

The Kansai Electric Power Company, in order to fulfill our mission, “continuing to serve our customers and communities,” will promote the maintenance and enhancement of our employees’ physical and mental health as well as the improvement of the quality of their lives by making employees’ health one of the pillars on our corporate management.

We will also implement working practices which place an emphasis more on value creation than the amount of work time, boost productivity, eliminate longer working hours, promote workplace diversity, and realize dynamic innovation through human-capacity reform to further improve effectiveness of our health management.

Based on our belief that we value people, we will continue to promote the advancement of employees’ health and contribute to “the realization of a bright and affluent future.”

January 29, 2018 President and Director Shigeki Iwane

Developing comfortable workplaces

On the premise that working hours are managed appropriately, a flexible work system is being put in place to clearly separate working efficiently (“on”) and having a good rest (“off”); to this end, we are expanding flextime, enhancing a work system that allows more flexible times and places to work through introduction of telecommuting and encouraging employees to take leave in a planned and meaningful manner.

Major work system revisions in recent years

2015.4	Introduction of anniversary leave	Granted special leave on anniversaries of employees or their families.
2016.4	Expansion of the flextime system	Expanded the system to all business locations, in general.
2016.4	Introduction of telecommuting	Granted for childrearing, nursing care and medical treatment.
2016.4	Introduction of partially paid childrearing leave	7 days of paid leave for the purpose of encouraging male employees to take childrearing leave.
2018.10	Introduction of leave for spouse’s overseas assignment	Introduced leave of absence program for employees who will accompany their spouse’s overseas assignment
2018.10	Expansion of special leave for spouse’s childbirth	Allowed special leave, from the beginning of pregnancy, that had been only given after a spouse’s childbirth.
2019.4	Introduction of rest between shifts	Encouraged employees to secure, basically, at least 11 hours of rest.
2019.4	Introduction of the super flextime work system	Abolished core time at head office and some of business locations.
2019.6	Introduction of satellite office work	Made available working at the nearest business location, etc. Also expanded requirements for telecommuting.

Certified as a Health & Productivity Management Outstanding Organization 2019 (White 500)

Having been recognized for our philosophy of “Management that values people” and health measures for employees, our company has been certified as a Health & Productivity Management Outstanding Organization (White 500) for the third consecutive year since 2017.



Major efforts in Health and Productivity Management

To improve and raise awareness of health management and enhance self-care skills, we provide lectures on exercise and meals, introduced a health behavior support application and AJTA (beanbag toss) Game, a company-wide sport event.

Additionally, we provide training for managers to develop an environment which makes it easier for superiors to support their subordinates. This support structure has also been enhanced by providing improved consultation with occupational health doctors and nurses as well as outside counselors.

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 up these relations, we continue to strive for mutual understanding by holding management panel discussions between labor and management as we operate business.

Major opportunities for labor-management communication

Management panel discussions	Labor and management promote communication in the corporate management plan, etc. (held annually)
Management Council	Labor and management discuss important matters, such as reorganization (as needed)

Efforts to eliminate industrial accidents

PDCA of safety activities

To ensure safety for everyone related with our company and achieve our unchanged goal, or “zero accidents,” we are working to maintain safe working environments and prevent accidents from occurring and reoccurring through activities that mobilize the capacities of our organization with the full participation of employees. Concretely, as steps to prevent recurrence of accidents we had in the past, we analyze and evaluate the details of accidents that occur each year, have discussions among relevant internal departments including the management, and prioritize items to address on a company-wide basis.

We will seek continuous improvement by running the PDCA cycle of safety activities in each fiscal year. We will also

Prioritized items in safety activities for fiscal 2019

- ① “Make safe thinking before action” 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 Practice safe driving behaviors and disseminate considerate driving as a unified effort of the workplace

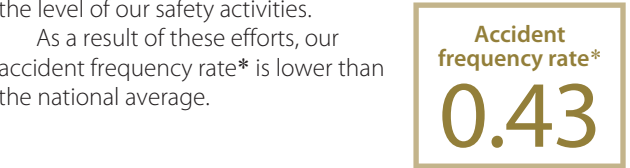
share prioritized items to address with our group companies, thereby further enhancing the effectiveness of safety activities.

Specific safety efforts

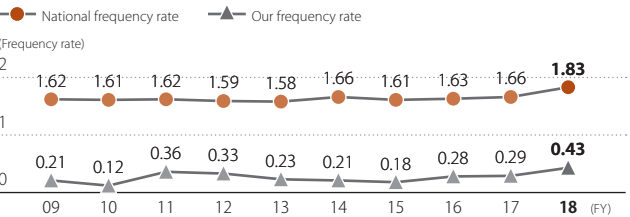
Efforts in safety education and acquisition of knowledge from outside the company

To raise the safety awareness of our employees and protect the colleagues of subcontractors and others, we provide education for each one of them to practice autonomous safety activities. Opportunities for them, including our group companies, to learn new things are also provided through lectures and training on safety by external experts to increase the level of our safety activities.

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



Trend in accident frequency rate



* 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.

“Bilateral” communication that ensures the safety of colleagues

Our employees visit construction/maintenance sites periodically to deepen mutual understanding and promote safety activities through dialogues with subcontractors, etc. We are proactive in facilitating such “bilateral” communication to improve our operating environment and raise safety awareness, thereby reducing the risk of accidents.



Thoroughly managing safe driving

For employees who drive cars, we have instituted our own Vehicle Operator Certification System, aiming for a safe driving level that is one step higher. After receiving education related to safe driving and practical training, they are given the vehicle operator certificate. We work to implement thorough and safe driving management by providing them with education and training periodically.

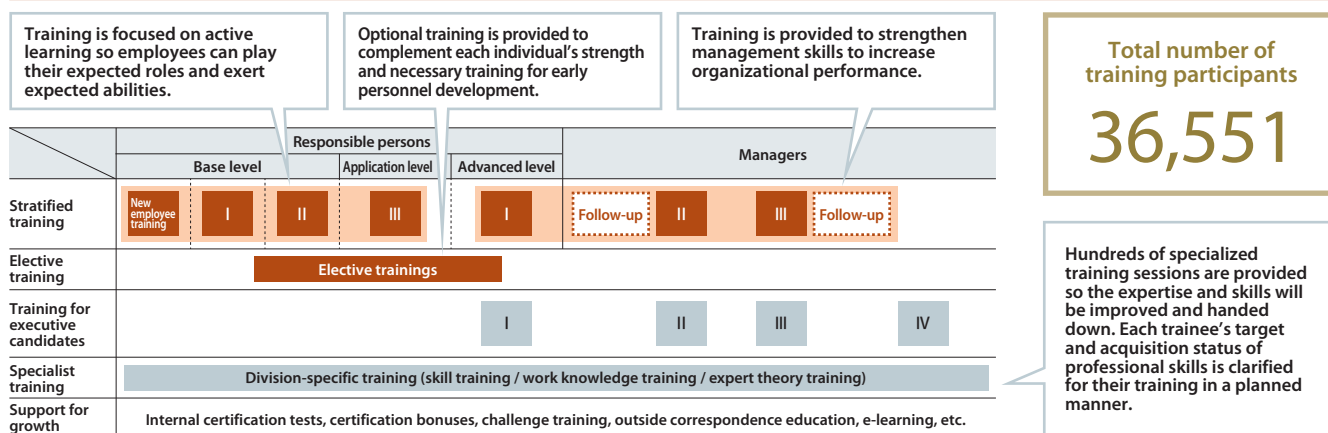


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Development measures for “human capital” innovation

As part of the personnel development measures through the Kansai Electric Power Group Academy **⇒P38**, we support ability improvements and career formation of our employees by providing stratified training and specialized training to enhance their expertise of business. Moreover, the personnel appraisal system and the in-house open system **⇒P38** have been introduced so our employees will have more willingness to grow and feel even more motivated and rewarded.

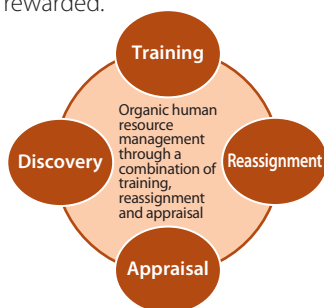
Our training and development systems



Personnel appraisal system

We have put in place a mechanism to carefully assess each employee's “abilities” and “level of contribution” to our company's performance and reflect those in their salaries, etc., so our employees will have more willingness to grow and feel even more motivated and rewarded.

Furthermore, we grasp (discover) each individual employee's abilities and qualities through a series of processes that comprise of training, reassignment and appraisal, so that all the employees can perform at their full potential in various fields.



Support for self-growth

A variety of systems have been developed as an opportunity to motivate each employee to develop their abilities and make autonomous challenges.

Major support systems

Internal certification test program	A program to check employees' learning level of knowledge and skills, make them feel more clearly that they have grown, and provide a springboard for further self-improvement
Certification bonus system	A system to provide money gifts to employees who passed the company-designated national exams for the encouragement of acquiring qualifications highly related to their work * Increased amounts of gift money are provided to those who acquired the company-designated important qualifications early
Challenge trainings	Application-based training to support employees who voluntarily strive to have a broader viewpoint in a wide range of fields, which is difficult in routine work
Outside correspondence education	Periodic encouragement of correspondence courses and e-learning designed to develop job performance skills and raise employees' cultural level

Future plans

The Kansai Electric Power Group has made efforts to build a good work environment in which human rights and diversity are respected. In fiscal 2018, with top priority given to ensuring safety and health of our employees, we continued with the enhancement of human resources to cope with the intensifying competitive environment and promotion of empowerment of female employees to take advantage of diversity. Additionally, aiming to become a leading company in “Workstyle” Innovation and Health and Productivity Management, we mounted efforts to materialize a “virtuous cycle in workstyle” based on the “Health and Productivity Management Declaration.” In fiscal 2019, we will remain committed to create a workplace that makes each employee feel more motivated and rewarded.

More specifically, we will continue to enhance personnel development through the Kansai Electric Power Group Academy and improve an environment in which everyone can exhibit his/her ability to the fullest. On top of that, we will accelerate additional initiatives, with the goal for each one of the employees to become a “master of making good use of time” and “master of keeping good health.”



Nobuyuki Miyamoto

General Manager of Office of Human Resources and Safety Management
The Kansai Electric Power Company