

Respect of human rights, and maintenance of labor environment

Respecting basic human rights and observance of related law are of course, but we are also working on creating a working environment that is comfortable and where every employee can feel motivated by her/his work on the basis that human resources are the base source for raising corporate values.

Respecting Human Rights

Enlightenment of human rights respect consciousness

Kyushu Electric Power will respect human rights both domestically and abroad, contribute to the creation for a comfortable and affluent society and have each employee reach a better understanding of human rights issues as we promote measures to raise awareness and proper conduct in which the entire group will regard these issues as the basis of their business operations.

We conducted education training such as various gathering studies and activities to raise awareness as an ongoing project, and for FY2005 approximately 5,300 employees took the internal and external human rights and Anti-discrimination courses, with each group company participating as well.

We will continue to raise awareness and consciousness about human rights through pro-

moting education and enlightenment activities.

Measures for Sexual Harassment

Sexual Harassment damages the dignity of the employee who becomes the object considerably-not only obstructing their ability, but also obstructing workplace harmony and order. We need to realize that sexual harassment is a major issue, and we are promoting the prevention of sexual harassment by deepening the understanding and consciousness of sexual harassment among the employees.

We have set up Sexual Harassment Advice Center both internally and externally, handing out pamphlets to the entire company and having seminars by professional counselors to raise the skills of the person in charge of the Internal Advice Center. We will further continue our efforts to prevent sexual harassment.

Human rights/Anti discrimination issue training

- Training for recruitment staff
For managers in charge of recruitment.
- Training according to class
Group debate is carried out in the training curriculum.
- Training according to organization
Training given at the head office, branch office and power stations.
- External training
Participation in training held by the government.



Sexual Harassment Advice Center

We have established Sexual Harassment Advice Center both internally and externally to receive questions and comments regarding sexual harassment in the company.

Privacy is protected in the consultation and consultation at the external advice center may be anonymous.

【Internal Advice Center】

Head office Human Resources Dept.
Department labor group manager
Each Branch Office General Affairs Dept.
Department Human Resources group manager

【External Advice Center】

An external counseling specialist
*24-hour email consultation is also available.

Promoting Gender Equality

Management of the employment based on aptitude and competence

In order to achieve a goal to raise corporate value and activate in the entire company, we promote the employment of talented workers based on neither sex nor age to follow the Equal Employment Opportunity Law and to promote gender equality in employment management.

Specifically, we enforce the employment of all people regardless of academic background, gender or work experience.

Moreover, we deploy a fair promotion selection based on proper evaluation of placing the right person for the position according to capability and motivation, in addition to education and training programs regardless of gender.

▼ Employee basic data (FY or end of FY)

	2003	2004	2005
Number of Employees	13,660 persons	13,505 persons	13,074 persons
Male (ratio)	12,694 (92.9)	12,546 (92.9)	12,189 (93.2)
Female (ratio)	966 (7.1)	959 (7.1)	885 (6.8)
Manager level	3,902 persons	3,984 persons	3,979 persons
Male (ratio)	3,866 (99.1)	3,945 (99.0)	3,936 (98.9)
Female (ratio)	36 (0.9)	39 (1.0)	43 (1.1)
Number of recruiting	97 persons	103 persons	101 persons
Male (ratio)	88 (90.7)	88 (85.4)	85 (84.2)
Female (ratio)	9 (9.3)	15 (14.6)	16 (15.8)
Average age	38.5 year-old	39.1 year-old	39.4 year-old
Male	38.7 year-old	39.2 year-old	39.6 year-old
Female	36.2 year-old	36.8 year-old	36.9 year-old
Average length of service	19.2 yrs	19.7 yrs	20.0 yrs
Male	19.4 yrs	19.9 yrs	20.2 yrs
Female	16.8 yrs	17.3 yrs	17.4 yrs
Member of labor unions	11,244 persons	11,049 persons	10,644 persons

※ Corporate executive officer and director are not included in the average age and the average length of service.

Activity items for FY2006	Main action plans for FY2006
Promoting gender equality	<input type="radio"/> Examination of the support program of childcare and nursing-care on leave <input type="radio"/> Complete examination of the Childcare support system (leave / shortened work hours) <input type="radio"/> Promotion of positive application of female employees
Promoting of the employment of older persons and those who are challenged.	<input type="radio"/> Thorough examination of the working environment which utilizes the aptitude of older persons <input type="radio"/> Promoting the understanding of employing differently-abled people <input type="radio"/> Positive support for the Kyushu Captioning Co-Production center Inc
Promotion of motivating and developing skills of the employees that will count towards personnel labor measures	<input type="radio"/> Implementation of placement of personnel who is highly motivated and well qualified <input type="radio"/> Further promotion of proper work hour management <input type="radio"/> Promotion of education which focuses on the increase of motivation among the employees

Support to balance work and home life

The law for corresponding to the progress of low birthrate and longevity called for enforcement of the revised Childcare and Nursing-care leave Act and the Next-Generation Bringing up Measure Promoting Act in April 2005. We are promoting a "work life balance" where an employee can work and maintain a home with this support.

■ Complete childcare and nursing-care support system

Based on the meaning of the revised Childcare and Nursing-care leave Act, the childcare and nursing-care support system were improved, and operations started in April, 2005.

(There were 72 employees on childcare leave in FY2005.)

We will revise the system based on the institutional use track record, and opinions and comments from the workplace.

■ Correspondence to the Next-Generation Bringing up Measure Promoting Act

Based on the Next-Generation Bringing up Measure Promoting Act, a concrete action plan from April, 2005 to March, 2008 was decided, and notice was submitted to the labor office.

In conformity with this action plan, the creation of a place of work in which an employee can feel comfortable about raising a child will be promoted.

The concrete contents of the action plan

- Project period (First)
April 1, 2005 to March 31, 2008
(Divide 10 years set by Japanese law into 2-5 years and then manage the action plan.)
- Indication guide for our activity target
 - Temporary childcare holiday acquisition ratio of female employees: over 95%
 - Spouse maternity holiday acquisition ratio of male employees: over 75%
 - The flexible substantial service system for employees who engage in child-rearing

Using the childcare leave support system

I took childcare leave until my daughter was 10 months old, and have been using the childcare shortened work hour system. I feel that our company offers a workplace where it is easy to take this leave since the system is maintained well.

I feel grateful that I have the support of my family and understanding at work so I can do both.

Since this system is acceptable until the child becomes 2 years old, I feel that following up on the childcare leave system will become more important. I hope that everyone will utilize this system, and that the number of employees combining both workplace and family life will increase.



Nanae Nakayama
(Human Resources Dept. Salary welfare group)

▼ Contents of childcare and nursing-care support system

Items	Childcare support	Nursing-care support
Leave	[Application period] Until the child reaches 2 years of age [Number of times] After reinstating, available for the identical child for 1 time	[Application period] For the same care receiver, 2 years continuous (730 days). [Number of times] No limit (1 application period must be more than 1 month.)
Shortened work hours	[Application period] Until the end of March when the child enters elementary school [Shortened working hours] Work time can be set up in a 10-minute unit per day Working hours can be shortened by 1 to 3 hours per day	[Application period] Until nursing care becomes unnecessary [Shortened working hours] Work time can be set up in a 10-minute unit per day Start time and end time can be set in a 10 minute unit per day
Resilient use of childcare time ※ Females only	[Application period] Until the child becomes one year of age [Operational time] The time in which one wishes for nursing time of 1 hour per day.	_____
Spouse maternity leave ※ Males only	Three days are given when a spouse gives birth.	_____
Nursing holiday	Nursing the child before entering elementary school due to illness or injury, Five days are given annually (acquisition in a unit is possible half a day).	_____
Overtime work restrictive measures	Based on the application from the individual, overtime work is restricted to 24 hour per month and 150 hours per year.	
Nighttime work restrictive measures	Based on the application from the individual, employment in a time zone of (22:00 - 5:00) is restricted at midnight.	
Trouble consultation	The consultation window (for the employee and for the family is possible) by an external specialist	
System introduction	Common knowledge of the support system of utilizing a pamphlet, intranet, etc.	

Promoting of the employment of older persons and those who are challenged

Promoting employment of older persons

In order to provide employment for those who still have the will to work and have abundant knowledge from their long experience, we have established an "Elder Employee System" for retired personnel on a full and part time basis.

In addition, due to business needs, we have set up a career bank system where one can register and be called on for work when needed.

We hope to further recognize the social responsibility towards the employment needs of an increasing number of elderly workers and actively pursue the employment of older persons at our workplace.

Promoting employment for those who are challenged

To broaden the activities of those

who are challenged and to realize their freedom to participate in society, we have a planned employment system in collaboration with schools and Job-placement office.

The employment rate for those who were challenged in June 2004 was 1.64% compared to the legal employment rate of 1.8%. We established "Kyushu Captioning Co-Production Center Inc." in July 2004 as a subsidiary company, and employed 6 per-

sons with challenges. Together with the cooperation of Job-placement office and High school visits by each branch office and proactive participation in employment interviews, we hired 11 people in April 2005, when the employment rate for those with challenges became 1.90%

We hope to further promote our continuous effort as well as to promote understanding in the workplace for the challenged.

▼ Transition of the number of employees who are challenged, and the rate of employment



Special subsidiary "Kyushu Captioning Co-Production Center Inc."

~Barrier free TV for the challenged by the challenged~

Subtitles on TV are necessary for those who have difficulties hearing sound on the TV or those with hearing impairment.

The number of nationwide programs is increasing these days, but there are very few programs created locally subtitles.

We position the expansion of subtitled broadcasts as one of our philanthropic activities, and we established the "Kyushu Captioning Co-Production Center Inc." to subtitle local programs in July 2004.

For the subtitles, some challenged persons are employed, providing a new occupation beyond the framework of an electricity company.

This is a project that has just started, but we are focusing on popular programs in the Kyushu area and the actual growth and achievements stand out from other areas.

The challenged employee also builds self-confidence to be the only producer of subtitles in Kyushu.

<http://www.q-caption.com> (in Japanese)



Universal Design of business facilities

Our offices and buildings have universal design (UD) qualities in the entrance, hallways, toilet, etc. for the convenience of all users including the employees who work there, and visitors who come to our offices, based on the meaning of Heart Building Law*.

When the Kirishima Customer Service Office and the Uki Customer Service Office were completed in FY2005, the entrance without a level difference, parking spaces and toilets for challenged persons and automatic washstands were installed. A Braille-points guidance board, textured pavement for guidance, and a voice guidance system were also installed.

For offices being planned for FY2006, we will implement UD factors in the entrance, hallway and toilets, and in the future, considerations will be made for existing buildings when repair work and layout changes are implemented.

▼Textured pavement for guidance



Improve employee motivation and knowledge

Raising morale of the employees

While competition of the electrical market materializes, it is important to empower each employee to perform better at work and feel connected to the management of the organization.

Because of this, we continuously develop the labor and compensation system, carefully considering the employee's needs, to keep improving their motivation.

In addition, we are endeavoring to promote the understanding of each employee's personal labor measures.

■Executing survey employees' satisfaction

In order to measure the penetration of management policy and the appraisal for the personnel labor system, a questionnaire survey which deals with all employees is given once every year to grasp the degree of satisfaction among employees.

The results are disclosed in the company intranet to share the awareness of the issues, and the pro-

blems extracted from the results of this survey are positioned as an issue to be taken up at the mid-term management plan policy. Countermeasures are reflected into the following fiscal year plan.

■Fair treatment system

In order to assure promotion based on aptitude, we clarify the relationship between competence and promotion, so that we can precisely manage the treatment system and promote the truly qualified employees and decend the disqualifies.

■Recruitment of enthusiastic personnel

For the purpose of training and recruiting those with motivation and spirit, we have set up a system of job challenges and in-house recruitment.

Moreover, we implement "the chief challenge examination" as the technique of appointing talented people at an early stage who can respond to change.

▼The outline of the recruitment system

	Outline	Results for FY2005
In house recruitment	Will recruit openly for the specific business concerned and will employ a well-qualified person from among the spontaneous employees. → Effects, such as justification of appointment selection, equalizing of opportunity, and cultivating motivation	For 4 openings, 22 persons applied, 4 persons were transferred
Job Challenge	Applications from those who want to be engaged in business, such as in planning and management at headquarters or branch are received internally, and the person will be selected well-qualified. → Training of personnel with desire and motivation	43 persons applied for positions at the headquarters and 10 persons applied for positions at branch offices. As a result, 18 persons were transferred to the head office and 2 persons were transferred to the branch offices.
Chief Challenge Examination	While equalizing the opportunity of promotion according to capability and evoking an employees' will to work and develop knowledge and motivation, early recruitment of those that can respond to change quickly is implemented.	For the examination for FY2005 139 people passed and were promoted to chief in April 2006

※Glossary / *Heart Building Law: The law about promotion of construction of a specific building type which elderly people, a physically handicapped person, etc. can use smoothly.

■ The assessment of performance which grasps employee's performance precisely and orients talent rearing it

Since FY2001, in order to achieve the goal of the entire company, all management levels must set the business objective's every year.

Although it is not necessary for non-managerial employees to set an objective, it is considered the base for consultation for employee training to report to the individual the "expected factors" needed for work by the primary rater on the basis of each individuals classification and work contents.

From FY2002, we are implementing individual interviews to supplement training consultations to reinforce training and supervising.

Through these systems, employees

and managers have more opportunities to communicate, increase substantial contents, so that managers can improve the transparency and the fairness of performance evaluation.

In addition, in order to improve the characteristics for appraisal, we implemented the standardization of the evaluation of administrative positions.

■ Measures towards harmony of work and life

The base for harmony between work and personal life lies in job performance, work requests and the acquisition of paid holiday leave, which are all part of work-hour management.

For the management of work hours, in the viewpoint of maintaining a healthy mind and body, observance of laws

such as the Labor Standards Act, management of overtime hours and grasping the results of these hours is part of proper management, and can improve the efficiency of all aspects of business.

For paid holidays, we are working to create a workplace where employees can comfortably take their paid holidays.

Other than that, we have Half-day use of annual paid holidays, sick holidays, volunteer holidays, nursing holidays and a "refreshment holiday" system, which is an annual long-term holiday for five consecutive days aiming at refreshment of mind and body.

In the future, we will direct our activities to the harmony of work and life on the basis of the diversification of the changing of times and sense of value needs, to keep endeavoring to making a comfortable workplace.

Labor-management relations

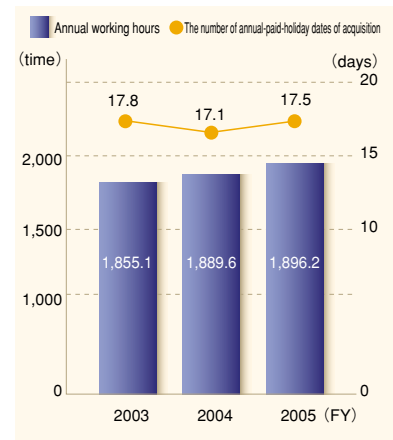
Understanding that the labor union is a business partner that strives to move forward to develop and sustain the company's labor management relations, we want to maintain solid and good relations.

In order to continue this type of relationship, we hold various round-table conferences, such as an employer-and-employee managing committee, a management special committee, and an employer-and-employees round-table conference so that communication is made and sharing of information is implemented.



The employer-and-employees round-table conference about working hours

▼ Annual working hours and the number of annual-paid-holidays dates of acquisition



Raising the ability of the employees

In order for us to aim at the improvement of long-term corporate value, raising the aptitude of the employees and realization of it are indispensable.

For this, we are aiming to train and nurture employees who are self directive, rich in creativity, can recognize their roles and responsibilities and have advanced special expertise which are important skills when promoting new business, deploying solution marketing and tackling environmental management.

In addition, in order to strengthen comprehensive power as a Kyushu Electric Power Group, it is necessary to keep tackling personnel training as a group. From these viewpoints, we are enforcing employee education with the will of training and a rise in motivation at the company and workplace.

▼ 2006 education system

Function level		Human Resource Department (educational supervisor division)			Lead office
		Training according to class	Special training	Selective studies	Training according to section
Management	EM		Business leader training	OJT Accounting Strategies Legal work Marketing Management Negotiation skills Explanation skills etc.	Training according to section (strengthening of technical knowledge and technical ability)
	MM	Newly promoted managers	Venture business dispatch training		
Chief		Pre-managerial training	Domestic and international graduate school dispatch		
Staff	3rd level				
	2nd level				
	1st level	Recruit education			

- (Note 1) Among the above training, is a training course that must be taken
- (Note 2) The training course that targets candidates (applicants)
- (Note 3) The training course that targets each group company of the Kyuden group

Personnel training policy

Set objectives to rear employees who will take major role in 21st century.

- 1 **Principal attitude**
Under the belief that human resources are the drivers of company's mission idea realization, we do our best for personnel training.
- 2 **Training target**
We aim at rearing employees with wide field of vision and a rich humanity toward the prosperity of community and contribution to the development of our company.
- 3 **Promotion plan**
Cultivation of human resources will proceed with both "rise in motivation" and "will of training."

- FY2006 employee educational policy-important item**
- 1 **Training of the talented people trusted from society**
 - (1) Execution of education that contributes to the promotion of compliance management
 - (2) Execution of education study that contributes to the formation of personality which deals with the new employee
 - 2 **Improvement in the special capability towards competitive power strengthening, or technical power**
 - (1) Execution of education that contributes to the improvement of special ability
 - (2) Execution of education that contributes to the improvement of the ability to be able to correspond to diversification and internationalization of business
 - 3 **Improvement in the management capability about people or work**
 - (1) Execution of education which contributes to the improvement of the ability regarding the management of the person, such as rearing and utilizing the talent
 - (2) Execution of education which contributes to the improvement of the ability regarding work such as management and reformation of business
 - 4 **Promotion of education which seriously considers the improvement of desire in the employee**
 - (1) Execution of the education study which seriously considered the improvement desire of the employee
 - (2) Execution of e-learning as an effective education tool
 - 5 **Execution of education that contributes to strengthening the group management foundation**
 - (1) Combined execution of training and effective use of study facility
 - (2) Cooperation strengthening with the group companies about education and training