

# Respecting Human Rights and Caring for Employees

Kyushu Electric Power Respects human rights and strictly complies with related laws and ordinances. We also provide stimulating and comfortable working environments to help employees improve our corporate value.

## Respecting Human Rights

### Highlighting Awareness

We respect human rights everywhere and see them as vital to creating a better world. Such rights are fundamental to Group operations. We provide ongoing education through seminars for all Group operations to ensure that all employees understand the issues and act accordingly.

Our overseas businesses also enlighten supply chains about our human rights requirements.

About 15,000 (total number) employees participated in human rights and anti-discrimination seminars in FY 2007.

### Addressing Sexual Harassment

Sexual harassment is an affront to human dignity. It prevents victims from performing their tasks, disrupts the workplace and can sully our reputation in society. We therefore enlighten our employees by distributing pamphlets, holding seminars and maintaining internal and external sexual harassment counseling services.

Eight cases used our sexual harassment counseling services in FY 2007.

## Promoting Equal Opportunities

### Employing People Based on Aptitude and Competence

Kyushu Electric Power hires and promotes people regardless of gender or age, to create dynamic workplaces that build corporate value.

Recruiting is gender-free in all academic levels and work categories. Appointments are made according to the capabilities and motivations of employees, as are promotions and educational opportunities.

### Balancing Work and Private Commitments

We help employees to balance their work and family commitments, and create an environment that enables them to remain in our employ.

In FY 2007, we revised our childcare leave system and devised shorter working hours periods. We also deliberated on a flextime system that would better enable workers to care for their children and other family members, and launched that system in FY 2008.

#### ▼ Child and family Care Support System Overview and Achievements

Item	Childcare support	family care support
Leave	<b>Period</b> Through to April after the child reaches two years of age <b>System users in FY 2007</b> 65 (including 3 men)	<b>Period</b> Two years in total (730 days) for the same care receiver <b>System users in FY 2007</b> None
Shorter work hours	<b>Period</b> Until the end of the child's third year in elementary school <b>Permissible shortening in hours</b> • One, two or three hours per day • Can set up times to start and finish work in units of 10 minutes <b>Other opportunities</b> Can simultaneously work flextime <b>System users in FY 2007</b> 101 (including 3 men)	<b>Period</b> Until care is no longer needed <b>Permissible shortening in hours</b> • One, two or three hours per day • Can set up times to start work in units of 10 minutes <b>Other opportunities</b> Can simultaneously work flextime <b>System users in FY 2007</b> 3 (including 1 man)
Spouse maternity leave for male employees only	Three days at time of childbirth	—
Nursing leave	Five days annually for illness and injury of pre-schooler child (half-day breaks permissible)	—

● **Implementing Action Plan to Support Childcare**

Based on the Law for Measures to Support the Development of the Next Generation, we produced our second Child Care Support Action Plan, which covers April 2008 through March 2011, and submitted it to the Labor Bureau. We are drawing on this plan to create an environment that makes it easier for employees to look after their children.

**Specifics of Second Child Care Support Action Plan**

- Plan term  
April 1, 2008 to March 31, 2011  
(Meet legal 10-year requirement by dividing initiatives into periods of two to five years)
- Benchmarks
  - At least 95% of female employees to take child care leave
  - At least 90% of male employees to take leave for birth of children
  - Bolster flextime system for employees to care for children

▼ Reference: Goals and Results of First Child Care Support Action Plan (April 2005 through March 2008)

Goal 1: 95% of female employees to take childbirth leave	Results			Goal 3: Bolster flextime system for employees to care for children
	Number giving birth	Number taking leave	Percentage taking leave	
	96	94	97.9%	
Goal 2: 75% of male employees to take childbirth leave	Results			<ul style="list-style-type: none"> <li>• Extend child care leave system (from one year old to two)</li> <li>• Enhance consulting for employees taking leave or returning to work</li> <li>• Trial communication support tools for workers taking child care leave</li> </ul>
	Number whose wives gave birth	Number taking leave	Percentage taking leave	
	1,708	1,227	71.8%	

**Establishing a Group to Increase Opportunities for Female Employees**

In July 2007, we established the Advancement Opportunities for Wowan Group within the Human Resources Department, to support our commitment to equal work opportunities regardless of gender or age. This organization's tasks

include helping female employees build their careers and balance their work and home commitments, and foster a corporate culture of broader awareness to support these objectives.

**Main Initiatives of Advancement Opportunities for Wowan Group**

Voice

Our activities in FY 2007 included contributing to a message from the president, engaging in dialogue through informal women's meetings and other gatherings, and holding seminars. We gave women more confidence to use our leave systems, and improved the consulting process on taking child care and family care leave or returning to work. We also used the Internet in a trial service to assist communication between people taking child care leave and their work sites.

For FY 2008, we are producing an intranet site so we can continue to disseminate information. We are helping individual employees to further their careers, while addressing diverse working styles to balance professional and private lives. For instance, we are endeavoring to make child care leave periods more flexible, extend periods of shorter working hours so people can look after their children and test a short-hours flextime setup to assist with child and Family care.



Rie Ueno  
Manager of  
Advancement Opportunities  
for Wowan Group

**Topic Conference between the President and Female Employees**

In January 2008, Toshio Manabe, the president, held a conference with six female employees.

Participants expressed numerous opinions on the issues of what female employees feel and how to help these people become more active in the workplace.

One participant said that, "Managers should help close perception gaps between female employees and their supervisors at work sites." Another mentioned that, "It is important for those taking advantage of systems that help balance professional and private lives to do their best during the limited time they are at work."

Commenting on the challenge of better fostering female employees, Mr. Manabe said that, "Everything is possible. I want you to pursue what you most want to do."



## Employing Retirees and Physically and Mentally Challenged People

### Finding Work for Retirees

The Japanese government responded to the aging population of society by raising the pension age and revising the Law Concerning Stabilization of Employment of Older Persons.

In FY 2007, Kyushu Electric Power responded to such developments by launching the Senior Employee System, which offers work that accommodates more diverse individual needs and draws on the skills of retirees, and by increasing the retirement age to 65.

Our broad support structure for retirees includes the Career Bank system, which outsources to

retirees preferring that option, the Reemployment Support Course for those seeking jobs elsewhere and the Leave System for Early Career Changes.

#### ▼ Overview of retiree employment system



### Hiring the Physically and Mentally Challenged

We collaborate with schools and the state-run Hello Work placement agency to systematically recruit physically and mentally challenged people so they can participate more easily in society.

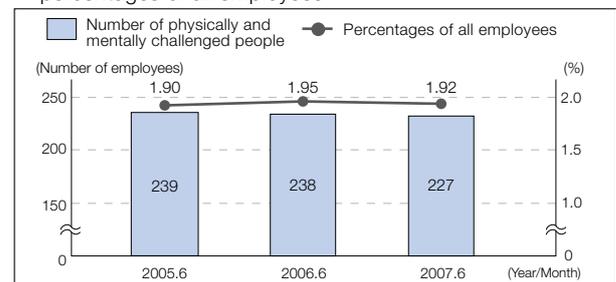
In 2004, we established the Kyushu Captioning Co-Production Center Inc., to develop more business opportunities by enabling the hearing-impaired to serve others with similar disabilities.

Physically and mentally challenged people accounted for 1.92% of our employees, as of June 2007, which is above the legal requirement of 1.8%.

We will maintain our commitment to these employees and foster acceptance of them in the workplace.

📄 Kyushu Captioning Co-Production Center Inc., Web site (in Japanese only): <http://www.q.caption.com/>

#### ▼ Number of physically and mentally challenged people and percentages of all employees



## Improving Employee Morale and Skills

Our workforce is central to improving our corporate value. We will therefore enhance our employees' skills and use them more efficiently, so we can tackle new challenges amid intensifying competition.

### ● Enacting the Educational Charter

We enacted the Kyushu Electric Power Educational Charter in October 2007 in line with our recognition that corporate value stems from our staff. The charter clarifies our basic commitment to motivating employees and managers through education, and our desire to encourage employees to individually and collectively raise their skill levels for the good of the organization.

### ● Strengthening Education and Training

We offer education and training to improve specialist and management skills and cultivate creativity and drive, so we can respond to changes in the operating climate and improve our organization. We offer joint training courses and facilities to bolster the overall capabilities of Group employees.

▼ FY 2008 training systems

Occupational group		Human Resources Department			Supervising departments
		Training level	Elective training	Specified training	Departmental training
Management	EM	Management course (for EM)	Elective training Coaching Innovative thinking Skills improvement for mid-tier employees Corporate accounting Business law Marketing Reporting and explanatory skills	Compliance training Human rights and anti-discrimination training	Departmental training
	MM	Management course (for MM)			
		New manager training			
Regular employees	Chiefs	Management course (for Chief)			
	Staffers	Third-year education			
		New employee training			
		Domestic and overseas university courses			

Color code explanations:

1.  Mandatory courses
2.  Elective courses (managers take courses electively or upon recommendation)
3.  Courses also for Group company personnel

● Motivation-Oriented Promotion system

We draw on in-house recruiting, Job Challenge and Human Resources Bank programs to offer our employees more opportunities for advancement.

Our Chief Challenge Examination program offers early promotions for people keenest to tackle the challenges of change.

▼ Promotion systems overview and FY 2007 achievements

	Overview (FY 2007 achievements)
In-house recruiting	Offer jobs requiring outstanding motivation and special qualifications (8 people transferred).
Job Challenge	To foster departmental human resources, select those wishing to meet new challenges at the head and branch offices (13 people transferred).
Human Resources Bank	Register in-house applicants and disseminate information Companywide to encourage the use of in-house people who satisfy operational requirements (implemented in FY 2007, with 9 people registering).
Chief Challenge Examination	Motivates employees with outstanding capabilities and a desire for change to enhance their skills and obtain earlier promotions (we passed and promoted 183 employees).

● Employee Assessments that Enhance Human Resources

We introduced a goal management system for all managers (excluding seconded and delegated employees). Every manager establishes annual companywide objectives at the start of each year. We then assess the achievements at the year-end. Managers refer to the results when setting objectives for the following year.

At the start of the year, we inform regular employees of the areas on which we would like them to focus, basing assessments on progress in those fields. We complement those evaluations by interviewing employees individually to provide additional feedback and guidance.

● Reflecting Employee Opinions

We offer ongoing opportunities for discussion between employees and human resources officials, and conduct an annual satisfaction survey for all employees to assess morale and compliance with our personnel systems. Such efforts secure feedback that we will be reflected in our personnel policies.

Senior executives regularly visit business sites to exchange views with employees. In January 2008, we established a special committee to deliberate on management responses to opinions received.

● Balancing Work and Private Lives

We are committed to balancing work and private lives, ensuring the physical and mental well-being of employees, and complying with the Labour Standards Law and other regulations. We therefore extensively manage working hours, particularly overtime. We recognize that proper rest enhances overall productivity, and have made it easier for employees to take annual paid vacations.

Labor-Management Relations

Labor unions share our goal of ensuring sustainable progress. Management thus strives to maintain healthy and cordial relationships with them.

We keep in close daily contact with unions and share information with them. We also hold labor-management and special management committee meetings with unions.