



# Respecting Human Rights and Caring for Employees

People are fundamental to improving corporate value, and accordingly we provide rewarding and meaningful working environments.

## Respecting Human Rights

### Highlighting Awareness

We respect human rights and provide education for employees in all Group operations to help build a comfortable and affluent society.

It is equally important for employees to understand human rights and anti-discrimination issues and act correctly. In April 2008, we established policies on these issues to drive ongoing employee education. We hold seminars for all Group operations to maintain and enhance human rights awareness.

About 11,000 employees participated in human rights and anti-discrimination seminars in FY2008.

### Addressing Sexual and Power Harassment

Sexual harassment and power harassment are affronts to human dignity, preventing victims from performing their tasks, disrupting the workplace and potentially reducing our reputation in society. We therefore seek to enlighten our employees by distributing pamphlets, holding training and seminars, and maintaining internal and external sexual and power harassment counseling services.

Three employees used our sexual and power harassment counseling services in FY2008.

## Promoting Equal Opportunities

### Employing People Based on Aptitude and Competence

Kyushu Electric Power treats people equally, regardless of gender or age, to create a dynamic workplace that builds corporate value.

Recruiting is gender-free for all academic levels and work categories and conducted people-oriented. Likewise, we basically placed according to motivation and capabilities of individuals as well as promote a fair selection process through the proper evaluation, education and training.

### Balancing Work and Private Commitments

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

In FY2008, we expanded and made more flexible our childcare leave system and shorter working hours periods. We also launched a flextime work system to better enable workers to care for their children and other family members, and provided vocational support to retired employees to care for their family. We will continue to review and improve the flexibility of such systems.

### My CSR Efforts

### Promoting Initiatives to Balance Work and Private Commitments

People often mention the term work-life balance nowadays. I think it is about attaining fulfillment in both our professional and private lives.

My department employs various initiatives to create a work environment in which diverse employees can realize their potential and play important roles in the workplace. As one tasked with ensuring a work-life balance, I wish to help create a workplace that makes employees happy.



Employee Affairs Group,  
Human Resources Department  
Kazuo Shiraishi

▼ Child and Family Care Support System Overview and Achievements

Item	Leave	Shorter work hours	Spouse maternity leave for male employees only	Nursing leave
<b>Childcare support</b>	<b>Period</b> Until April after child reaches two years of age <b>System users in FY2008</b> 59 (no men)	<b>Period</b> Until the end of the child's third year in elementary school <b>Permissible shortening of 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 FY2008</b> 117 (including 4 men)	Five days at time of childbirth <b>System users in FY2008</b> 412	Five days annually for illness and injury of pre-school child (half-day breaks permissible) <b>System users in FY2008</b> 230 (including 157 men)
<b>Family care support</b>	<b>Period</b> Two years in total (730 days) for the same care receiver <b>System users in FY2008</b> 3 (including 1 man)	<b>Period</b> Until care is no longer needed <b>Permissible shortening of 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 FY2008</b> 3 (including 1 man)	—	—

**Implementing the Action Plan to Support Childcare**

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

**Specifics of Second Action Plan to Support Childcare**

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**Plan term**  
April 1, 2008 to March 31, 2011  
(We will meet the legal 10-year requirement by dividing initiatives into periods of two to five years)

**Benchmarks**

- At least 95% of female employees to take childcare leave
- At least 90% of male employees to take leave for birth of children
- Bolster flextime system for employees to care for children

**Initiatives for Female Employees**

We undertake comprehensive initiatives to motivate our workforce and create a dynamic corporate culture for all employees, regardless of gender or age. Efforts include helping female employees to build their careers, balance their work and home commitments, and fostering a culture of broader awareness to support these objectives.

In FY2008, we enhanced communications with female employees. Initiatives included holding seminars for female managers and informal gatherings for these executives and regular female employees. We upgraded our intranet site to better interact with female employees.

**TOPIC** **Round-Table Conference for All Female Employees**

In February 2009, we held a round-table conference for all female employees at head office to exchange information for building networks for them and to advance their interests.

At the conference, four female executive officers held panel discussions at which panelists drew on their experiences in discussing what they considered important at work. Guest lecturers also delivered speeches.

After the gathering, one participant said that the conference was a good guide for corporate living, while another said that she realized that she should try harder at work.




**TOPIC** **Family Day**

We held this event within the System Operations Department to express gratitude to families for supporting employees and to foster a better workplace climate.

The 32 families, comprising 69 people, visited the central load dispatch center and other facilities that they could not normally see. They participated in various activities, including a photo shoot at which they wore Kyushu Electric Power uniforms. The children were impressed with and enjoyed what they saw, and said that they would like to participate in another such event.

The System Operations Department will hold similar events in the years ahead to gain families' understanding of their parents' work, as family support is crucial and helps create a better workplace atmosphere.



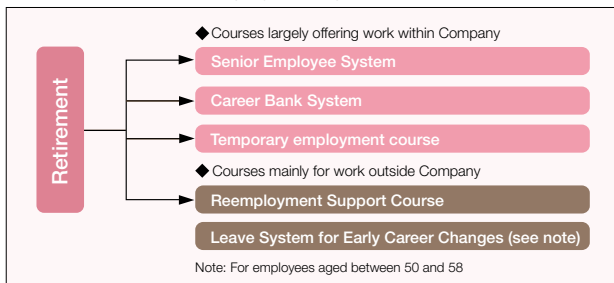
# Employing Retirees and Physically and Mentally Challenged People

## Finding Work for Retirees

We launched our Senior Employee System in FY2007, to offer work that accommodates more diverse employment needs and to draw on the skills and motivations of individual retirees by gradually increasing the retirement age to 65.

Our broad support structure for retirees includes the Career Bank System, which outsources to retirees who prefer 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 recruit physically and mentally challenged people and expand their social participation by providing them with workplaces. We established Kyushu Captioning Co-Production Center Inc., a special-purpose subsidiary, in July 2004.

Physically and mentally challenged people accounted for 1.9% of our workforce at the close of FY2009, which is above the legal requirement of 1.8%.

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



# Improving Employee Morale and Skills

We continue to take steps to build an organization in which all employees can realize their potential and grow by gaining satisfaction from work.

## Offering More Education and Training to Support Individual Growth

The Kyushu Electric Power Educational Charter motivates employees to proactively resolve problems

by enhancing specialized skills, management capabilities and creativity. We undertake various educational and training programs to address changes in the operating climate and reinforce our organization.

We also provide joint training and share relevant facilities to boost overall Group capabilities.

### ▼ FY2009 Training Systems

Occupational group		Training level	Elective training	Specified training	Departmental training
Management	Executive Manager (EM)	EM training course New group head (department head) training course	Optional 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
	Middle Manager (MM)	MM training course New manager training			
Regular employees	Chiefs	Chief training course		Domestic and overseas university courses	
	Staffers	Third-year education New employee training			

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 transfer employees through our in-house staff recruitment system, Job Challenge, and Human Resources Bank programs to motivate them. Our Chief Challenge Examination program provides promotions for those who are keenest to tackle the challenges of change.

▼ Promotion Systems Overview and FY2008 Achievements

Overview (FY2008 achievements)	
<b>In-house Recruitment</b>	Offer jobs requiring outstanding motivation and special qualifications (five people transferred)
<b>Job Challenge</b>	To foster departmental human resources, select those wishing to meet new challenges at the head and branch offices (seven people transferred)
<b>Human Resources Bank</b>	Register in-house applicants and disseminate information Companywide to encourage the use of in-house people who satisfy operational requirements (implemented from FY2007, with 18 people registering)
<b>Chief Challenge Examination</b>	Motivates employees with outstanding capabilities and a desire for change to enhance their skills and obtain earlier promotions (we passed and promoted 176 employees)



All Opinions committee meeting

### Initiatives to Better Balance Work and Private Lives

External lecturers hold seminars to raise awareness of ways to improve hourly productivity.

We control the time employees spend using personal computers to help maintain physical and mental health and comply with the Labour Standards Law and other regulations.

### Employee Assessments that Enhance Human Resources

We introduced a goal management system for all managers (excluding seconded and temporary employees). Every manager establishes annual Companywide objectives at the start of each year. We then assess the achievements at the year-end, and the 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 reflect in our personnel policies.

Senior executives regularly visit business sites to exchange views with employees. Through All Opinions, a special committee that we established in 2008, executives discuss ways to respond to feedback from visits.

**TOPIC** Seminar to Improve Work Efficiency

In November 2008, we held a seminar at which guest lecturer Kouichiro Yoshikoshi spoke about the need to improve hourly productivity, discussing the professional and personal skills which employees can acquire to eliminate the need for overtime.

He compared Japanese and Western notions about balancing work and personal lives and offered tips for working more efficiently.

One participant said that, "We want to attain days when there is no overtime."

**Labor-Management Relations**

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

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

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