

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

Enlightening 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 12,714 employees participated in human rights and anti-discrimination seminars in FY2009.

Addressing Sexual and Power Harassment

Sexual harassment and power harassment disrupt workplaces and prevent people from properly performing their tasks, potentially harming 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.

Five employees used our sexual and power harassment counseling services in FY2009.

Fostering Work-Life Balance and Creating Work Environments that Foster Diversity

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 FY2009, we expanded spouse maternity leave from three days to five and extended the ages of children that our nursing leave program covers from pre-school to the end of third year elementary school.

We increased the number of days for nursing leave

from a uniform five days to 10 days for employees with more than two children, and established the family care leave program in April 2010. We will continue to improve our systems to flexibly accommodate the child and family member care needs of employees.

▼ Child and Family Care Support System Overview and Achievements

Item	Leave	Shorter work hours	Spouse maternity leave for male employees only	Nursing leave
Childcare support	Period Through April after child reaches two years of age System users in FY2009 58 (no men)	Period Until the end of the child's third year elementary school Permissible shortening of hours <ul style="list-style-type: none"> • One, two, or three hours per day • Can set up times to start and finish work in units of 10 minutes Other opportunities Can simultaneously work flextime System users in FY2009 124 (including 1 man)	Five days at time of childbirth System users in FY2009 379	Five days annually for illness and injury of child who has yet to complete third year elementary school. (half-day breaks permissible) System users in FY2009 318 (including 219 men)
Family care support	Period Two years in total (730 days) for the same care receiver System users in FY2009 3 (including 2 men)	Period Until care is no longer needed Permissible shortening of hours <ul style="list-style-type: none"> • One, two or three hours per day • Can set up times to start work in units of 10 minutes Other opportunities Can simultaneously work flextime System users in FY2009 2 (including 1 man)	————	————



Is it easy for women and senior citizens to work for Kyushu Electric Power?

We are trying to improve our work environments and systems to ensure job satisfaction for all employees regardless of gender or age.



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 FY2009, we held seminars for managers with female subordinates and informal gatherings for female employees and exchange of opinions with executives from all branches about encouraging greater involvement of female employees.

Try Net Intranet Site for Fostering Greater Female Employee Involvement in Workplaces

We launched the Try Net intranet site in January 2009 to change mindsets and create a corporate culture that encourages more female employee involvement in the workplace. All employees can contribute to this communications tool and obtain information on female worker promotions and work-life balance.



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.

Educating and Training Based on the Kyushu Electric Power Educational Charter

Based on the Kyushu Electric Power Educational Charter, our guideline for employee education, we establish an employee education policy every year for various programs to improve personal qualities, skills, and management capabilities and build a work climate that focuses on cultivating human resources.

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.

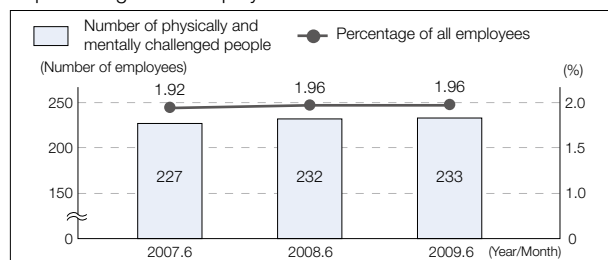
Our broad support structure for retirees includes the Career Bank System, which outsources to retirees who prefer that option, the Reemployment Support Course for those seeking jobs elsewhere and the Leave System for Early Career Changes.

Hiring the Physically and Mentally Challenged

We are promoting employment of disabled people so they can enjoy normal lives and work in society. Special-purpose subsidiary, Kyushu Captioning Co-Production Center Inc. is expanding occupational fields for such workers while reducing information barriers by providing close-captioning services for television broadcasts.

Our employment of disabled people has thus exceeded the legally required rate of 1.8% in recent years.

▼ Number of physically and mentally challenged people and percentage of all employees



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

Rebuilding Comprehensive Personnel Affairs and Labor System

To provide job satisfaction and growth for employees, we are establishing clear standards for employee attitudes and abilities. We are thus comprehensively rebuilding our personnel affairs and labor systems, including those for employment, education, training, transfers, allocations, assessments, and treatment.



Intranet
Work-life balance

Special-purpose subsidiary