

We respect human rights and strive to create workplace environments that enable diverse human resources to maximize their talents.

**Empowering Workplaces for Diverse Human Resources**

We strive to create workplaces that let each and every employee, including women and the elderly, use their skills to the fullest.

**Main Initiatives in Fiscal 2017**

- Respect human rights
- Create energetic, worker-friendly workplaces
- Create conditions that empower diverse human resources
- Enhance employee skills and maintain and pass down technological capabilities

**Percent of Target Achieved for Promoting Women to Management Positions**

**78%**

**Target for Promoting Women to Management Positions**

In our Action Plan to Promote an Active Role for Women, we aim to double the number of women newly promoted to management positions by fiscal 2018 (2014–2018) compared with the previous five years (2009–2013).

In the past three years (fiscal 2014–2016), we have already achieved 78% of this five-year target.

**Examples of Specific Initiatives**

**■ Create Conditions that Empower Diverse Human Resources**

**Initiatives to Promote Women’s Empowerment**

We undertake comprehensive initiatives to motivate our workforce and create a dynamic corporate culture for all employees, regardless of gender or age. Efforts include career-building seminars for women and taking comprehensive steps to raise awareness and nurture a spirit that backs these endeavors.

In March 2016, Kyushu Electric Power created the Action Plan to Promote an Active Role for Women, introduced a system for rehiring employees who quit to get married and raise children, created a training system for women, and took other measures to empower women in the workplace.

**■ Action Plan to Promote an Active Role for Women**

**○ Plan Timeline**

April 1, 2016 to March 31, 2019

**○ Main Initiatives**

- Conduct work assignments, transfers and job assignments from a long-term, career development perspective
- Further enhance conditions that allow women to continue working after marriage or while raising children
- Hold career-building seminars for female employees based on their career stage
- Provide information such as role model profiles on a dedicated internal site

**TOPICS Held Career-Building Seminar for Female Employees**

As a part of our efforts to help women advance their careers, we created career-building seminars for female employees, targeting mid-ranked female employees.

In fiscal 2016, 30 female employees from the head office, branch offices, sales offices, and power distribution business sites participated in the seminar. The participants identified issues while reflecting on their positions and responsibilities, learned about types of leadership and helpful points on communicating as a leader. The seminar served to deepen their awareness of the type of leader they envision becoming and the steps that need to be taken to achieve their goals.



**Enhancing the Employment Environment for Seniors**

Employees age 60 and above are seen as valuable human resources with extensive experience and advanced knowledge and skills, and in fiscal 2015 we instituted the career employee program as a system for more fully utilizing motivated senior employees to further enhance our reemployment program.

In addition, we are conducting broad-ranging support for senior employees through a career bank program in which work assignments are made based on the wishes of retiring employees, as well as through a re-employment support course and transfer preparation leave program to support work by seniors outside the Company.

Going forward, we will continue to consider measures to enhance senior employment, including expanding the scope of activities, and conduct initiatives for raising employment awareness.