

# Social Initiatives

## Labor Standards

### Promoting a Workstyle Reform

Kyushu Electric Power is promoting a workstyle reform aimed at creation of environments where employees can actively engage in their jobs; enhancement of labor efficiency through thoroughgoing increases in operational efficiency; and a corporate culture that encourages employees to take on new challenges.

To further these efforts, in May 2018, we held Kyuden Workstyle Reform Festa 2018, which featured panel discussions with senior management and sharing of instructive cases from various business sites.

#### Principal Activities

1. Enhancing operational efficiency and revamping our organizational culture
  - Management workshops
  - Establishing uniform companywide workflow rules
2. Designing systems that encourage flexible workstyles
  - Application/expansion of flextime system
  - Promotion of telework



Kyuden Workstyle Reform Festa 2018

### Promoting Active Roles for Women

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

**111%** (as of March 31, 2018)

In 2016, Kyushu Electric Power formulated its Action Plan to Promote an Active Role for Women. The plan included measures to further promote enhanced participation of women in the company, including a system for rehiring female employees who had quit to marry or care for children, and career development training.

The plan also aims to double the number of women newly promoted to management positions during FY2014-2018, compared to the preceding five-year period (FY2009-2013). This goal was reached in FY2017.

### Enhancing the Employment Environment for Seniors

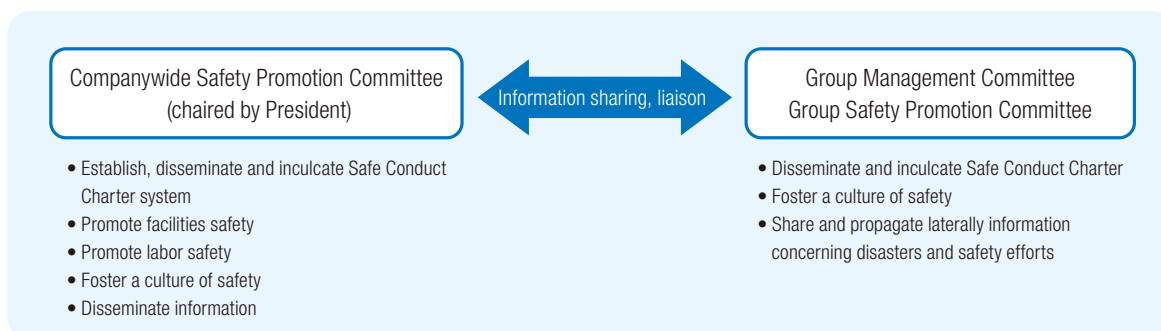
Employees aged 60 and above are valuable human resources with extensive experience and advanced knowledge and skills. Our career employee program was adopted in FY2015 to more fully utilize motivated senior employees. Going forward, we will work to further enhance our reemployment program.

## Health and Safety

### Groupwide Activities to Promote Safety

In FY2017, we established the Companywide Safety Promotion Committee, chaired by the President, and the Group Safety Promotion Committee, with participation from directors responsible for safety and other individuals from 42 group companies.

These two bodies will share information and liaise with each other, formulate the Kyuden Group Safe Conduct Charter, and work to disseminate and inculcate its provisions, undertaking to foster a uniform, groupwide culture of safety.



### Radiation Emissions Management for Employees Engaged in Radiation Work

To minimize worker exposure at our nuclear power stations, we provide radiation shielding and promote measures such as remote and automated operation.

Average actual exposure by nuclear power station workers in FY2017 amounted to 0.1 millisieverts, far below the legally mandated limit.\*

\* No more than 100 millisieverts in a five-year period or 50 millisieverts in a single year

## Co-Existing with Communities and Society

### Efforts to Promote Next-generation Educational Support Activities

Kyuden Mirai Foundation was established to engage in activities to support the environment and the cultivation of future generations. To promote healthy child development, the foundation provides support to NPOs and other organizations engaged in next-generation educational support activities.

In FY2017, the foundation assisted 20 organizations with a total of approximately ¥14 million in support.



Crafts Festival  
Children learn about the fun of manufacturing by experiencing traditional craftsmanship