

# Social



## Respect for Human Rights

### Efforts to Enhance Respect for Human Rights

We are making efforts to heighten awareness of human rights throughout the Kyuden Group to contribute to the creation of a comfortable, abundant society with respect for human rights. We designed and are implementing an educational program relating to human rights and integration in the belief that a correct understanding by employees of such issues, and correct conduct based on such understanding, will contribute to the creation of happy workplaces where human rights are respected.

#### ● FY2018 education and training achievement

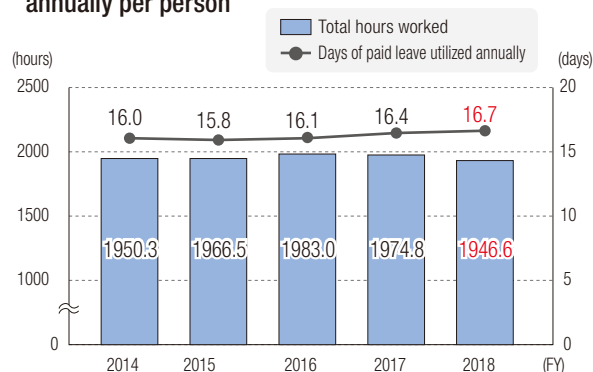
| Training Type            |                   | Results                       |
|--------------------------|-------------------|-------------------------------|
| Kyushu Electric Power    | In-house training | 11,201 employees              |
|                          | External training | 1,025 employees               |
| Rest of the Kyuden Group |                   | 44 companies, 6,561 employees |

### Enhancing Work-Life Balance

To enhance employee work-life balance, we are promoting the use of flex time and other flexible work schemes, making efforts to raise labor productivity through workstyle reform, implementing no overtime days and encouraging employees to use their annual paid leave. In these and other ways, we are working to reduce employees' total working hours.

In addition, we are strictly managing hours worked by monitoring employees' computer use, to promote their mental and physical health and ensure compliance with relevant labor laws.

#### ● Total hours worked and days of paid leave utilized annually per person



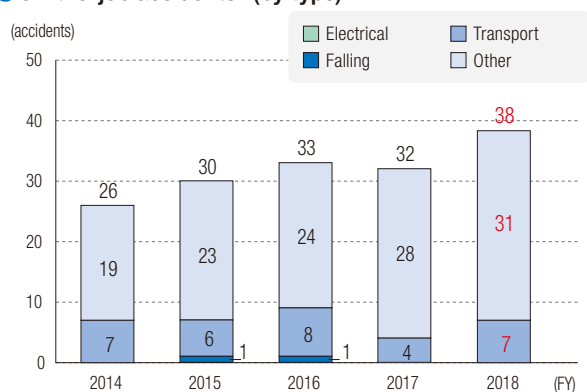
## Industrial Safety and Hygiene

Our highest priority is safety and health. Based on this fundamental stance, we aim to reduce our accident rate to zero and promote mental and physical health, and are working on safety and hygiene measures at each worksite. In addition, to encourage safety activities throughout the company from the perspective of on-the-job accident prevention, we have upgraded our internal organization, established a Companywide Safety Promotion Committee, and formulated a Companywide Safety Promotion Basic Policy as a common initiative to be shared across all divisions.

### Efforts to Reduce Accident Rates to Zero

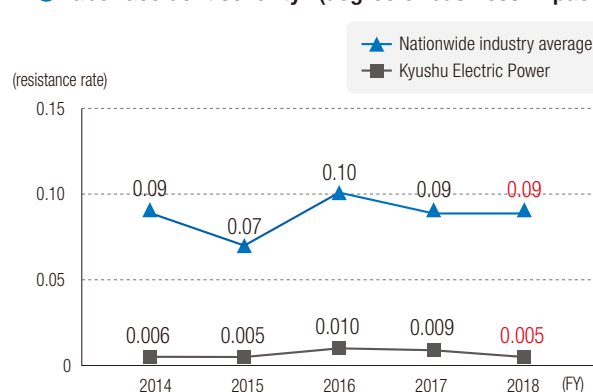
On-the-job accidents involving employees as well as subcontractors occur every year. To ensure worksite safety, we promote accident prevention practices that include risk assessment. Furthermore, we carefully investigate accidents to determine their fundamental causes, use these findings to formulate and implement measures to prevent recurrence, and monitor adherence to such measures. In addition, we educate employees regarding labor safety and hygiene regulations to promote compliance, and conduct safety training that helps employees recognize the presence of danger before accidents occur.

#### On-the-job accidents\* (by type)



\*Accidents involving tripping or falls due to missteps, involving tools, etc.

#### Labor accident severity\* (degree of business impact)

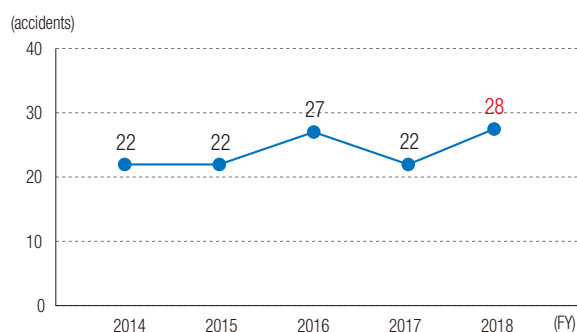


\*Days of labor lost due to injury per 1,000 hours worked

### Promoting Safety Activities with Subcontractors

We provide safety activity support to ensure safety for each of our subcontractors' employees. This includes hosting gatherings for subcontractors where we share safety-related information, and work with them to monitor worksite safety management, including engaging in worksite safety patrols. Through these efforts, we are working to enhance the safety of facilities and operating procedures.

#### Subcontractor accidents\*



\*Business suspension of 4 days or more, but excluding accidents involving fees collectors and part-time workers on their way to or from work.