

# Human Rights and Local Communities Engagement

The J-POWER Group's operations center mainly on businesses such as the power generation and power transmission businesses involving the construction of large-scale facilities as well as their long-term maintenance and operation. Accordingly, we seek to build positive relationships with the people and communities connected to our business activities, achieving a state in which both parties depend on each other.

## Respect for Human Rights

Respect for human rights is a part of the J-POWER Group's Compliance Action Guidelines and the Group recognizes "respect for people" as material issues. We respect the rights of all people, including employees, and will never act in a way that leads to discrimination or the denial of individual personalities. In addition, the Compliance Action Guidelines stipulate that we will not discriminate in any way, including on the grounds of birth, nationality, race, creed, religion, gender, physical condition, or social status.

See our website for the full text of our Compliance Action Guidelines.

<https://www.jpowers.com/english/ir/24000.html>



### Compliance Action Guidelines (Excerpt)

#### 6. Relationships with Coworkers

##### (1) Respect for Human Rights

- a. We will respect the human rights of all people, including employees, and will never act in a way that leads to discrimination or the denial of personalities.
- b. We will not discriminate in any way, including on the grounds of birth, nationality, race, creed, religion, gender, physical condition, or social status.

## Human Rights Initiatives

### UN Global Compact Signatory

J-POWER has signed the United Nations Global Compact (UNGC) and was registered as a participating company in April, 2021.

(Refer to the section titled "J-POWER Group's Sustainability Initiatives" on page 40 for details)

### Human Rights and Compliance Initiatives

For over 10 years, the J-POWER Group has provided training via a variety of opportunities in order to deepen understanding of the respect for human rights among its employees and give them knowledge of various types of harassment as well as on compliance. In addition, the Group is also actively involved in promoting diversity through such means as regularly holding lectures on themes like unconscious biases and entrepreneur-

ship by persons with disabilities. Alongside the above, the Group conducts compliance surveys with the aim of regularly assessing employees' awareness of compliance as well as changes in the surrounding environment, utilizing this information in the development of future compliance policies.

### FY2020 Implementation Status

Items	Overview	Participants
Level-specific training	Lectures on human rights, compliance, and various forms of harassment given during training for new hires and management training	207
Human rights and compliance training	Lectures on human rights, compliance, and various forms of harassment held for employees working in target institutions	237

## Engagement with Local Communities and Social Contribution Activities

Based on the J-POWER Group Approach to Social Contribution Activities, as a good corporate citizen, the J-POWER Group proactively engages in social contribution activities, including supporting culture and the arts, cooperating with local communities, supporting participation in volunteer activities, and contributing to international society. Through such efforts, the Group seeks to contribute to social development.

### Social Contribution Activities

For our social contribution activities in fiscal 2020, we implemented a variety of initiatives that included the following programs.

Program	Overview	Target	Partners	Number of participants, etc.
Participated in the Forest from Acorns project (held by Echizen Ono Ecofield; Fukui Prefecture)	The J-POWER Group conducts a variety of social and cooperative activities with local communities at its power plants and transmission line engineering offices, etc., throughout Japan. Our hydroelectric power plant employees participated in the Forest from Acorns project held by Echizen Ono Ecofield in Fukui Prefecture, taking acorn saplings grown from seeds by children at 10 elementary schools in the city and preparing them for the winter by digging them up and placing them on their sides in order to survive local snowfalls.	Offices, organizations, area residents, etc. in the local city of Ono as well as throughout Fukui Prefecture	Local offices and organizations, etc.	approximately 90 participants in total



the Forest from Acorns

## Contributing to Regional Revitalization through the Operation of Okutadami Kanko

The J-POWER Group is involved in the operation of Okutadami Kanko Co., Ltd., a joint business with the government of Uonuma City in Niigata Prefecture, for the purpose of promoting engagement with the local community and contributing to society through tourism. Okutadami Kanko has continued to engage in activities rooted in the regional community around the power station together with local government members up to the present day. Okutadami Kanko's origins date back to 1962 when an outdoors school was opened to serve as a space for local youth education after the Okutadami Power Plant located near the border between the prefectures of Fukushima and Niigata began operation. Thereafter, in 1973, Okutadami Kanko launched a tour boat business which made a major economic impact on the region. In 1979, Okutadami Kanko started operating the Okutadami Maruyama Ski Resort. Through Okutadami Kanko, the Group will continue to promote engagement with the people of the community around the power station and contribute to the revitalization of the area.



The tour boat



Okutadami Maruyama Ski Resort

### Number of Customers in Fiscal 2020\*

The tour boat	approximately 35,000
Okutadami Maruyama Ski Resort	approximately 7,000

\* Due to the effects of COVID-19, the number of customers declined significantly from the previous fiscal year

## Community Development Activities in Indonesia (the Central Java Project)

The J-POWER Group is currently moving forward with the Central Java Project in Indonesia, building a 2,000 MW coal-fired thermal power plant which will be a model for highly efficient, environmentally friendly power generation. The J-POWER Group, through PT. Bhi-masena Power Indonesia (BPI), provides various supporting activities so that the local community in the area affected by the project can be independent and grow sustainably. As a result of BPI's execution of these activities in accordance with the needs of local residents and municipal governments based on the feedback they provided regarding activity selection and implementation, BPI has received a number of awards both within and outside of Indonesia for the outstanding quality of the activities.

### Specific Initiatives

- Economic activity support**  
 Supporting small businesses (laundries, tailors, etc.) run by local resident groups, as well as local microfinance (providing equipment, training, etc.) Support provided for 203 groups and 2,900 individuals as of 2020
- Medical support**  
 Providing supplemental food for infants and the elderly at village clinics, providing medical kits, training medical volunteers
- Educational support**  
 Supporting an environmental education program operated by the Indonesian government, supporting the creation of a village library in coordination with the regional government and the Coca-Cola Foundation

- Infrastructure improvement support**  
 Setting up public toilets, renovating mosques, setting up a medical clinic, repairing roads, etc.  
 Providing soap, masks, and disinfectant to prevent infection by COVID-19  
 391 projects implemented as of 2020
- Social, cultural, and environmental support**  
 Recycling activities, coastal tree planting in cooperation with Batang Red Cross, supporting mangrove re-planting, installing artificial fish reefs with fish reef blocks, town cleanup activities, etc.

### Main Awards Received

- TOP CSR Award 2020
- Indonesia CSR Awards (ICA) 2020
- Nusantara CSR Award (N-CSR-A) 2020
- Global Good Governance (3G) Award for category Environmental Responsibility 2019
- Indonesia Green Award (IGA) for category Coastal Ecosystem Restoration 2019
- AREA (Asia Responsible Entrepreneurship) Awards for category Health Promotion 2018
- TOP CSR Improvement 2017
- TOP Leader on CSR Commitment 2017 for Takashi Irie\*
- Special Award as The Best Environmental Concerned Company on Indonesia Best Electricity Award (IBE) 2016



CEO Yasuhiro Koide accepting the 3G Award

\*The CEO of BPI and a seconded employee of J-POWER at the time.