

Initiatives for Respect of Human Rights

Basic Concept

We believe that protecting the dignity and respecting the rights of all stakeholders in our business activities is essential both to the development of a sustainable society and to our own parallel development as a sustainable business. Acting on this belief, we have established a Toho Gas Group Human Rights Policy in accordance with internationally accepted criteria, such as the United Nations Guiding Principles on Business and Human Rights. In this way, we show our commitment to contributing to the development of a sustainable society by conducting our business activities with respect for the human rights of our employees, customers, business partners, local communities, and all other stakeholders.

Toho Gas endorses and is a signatory to the Ten Principles of the United Nations Global Compact, through which we commit to meeting fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption.



Toho Gas Group Human Rights Policy

Introduction

The Toho Gas Group establishes the "Toho Gas Group Human Rights Policy" (hereafter referred to as "this policy") and promotes initiatives for respecting human rights. This policy is based on the "Toho Gas Group Sustainability Policy" and was determined with the approval of the Board of Directors of Toho Gas Co., Ltd.

1. Our View on Respecting Human Rights

We support and respect international norms on human rights, including the United Nations "International Bill of Human Rights" and the International Labor Organization (ILO) "Declaration on Fundamental Principles and Rights at Work". We also strive to practice the United Nations "Guiding Principles on Business and Human Rights".

The officers and employees of the Toho Gas Group will promote initiatives for the respect for human rights based on this policy. We also expect our business partners to support this policy.

2. Applicable Laws

We will comply with the laws applicable in the countries and regions where we conduct our business activities. If there is a contradiction between internationally recognized human rights and the laws of each country and region, we will pursue ways to respect internationally recognized human rights standards.

3. Respecting Human Rights in Business Activities

In our business activities, we respect human rights and strive to prevent and mitigate adverse human rights impacts as follows:

3-1 We will respond sincerely to our customers and strive to ensure safety and to improve quality.

3-2 If the adverse human rights impacts by business partners or other stakeholders is directly related to the business, products, or services of the Toho Gas Group, we will request our business partners to prevent and mitigate such impact.

3-3 We will respect the human rights of employees and strive to enhance and sustain a healthy and comfortable workplace.

3-4 We will understand the impact of our business activities on the local area and strive for coexistence with the local community.

4. Human Rights Due Diligence

Through ongoing efforts to build and implement a system of human rights due diligence, we strive to identify and assess the adverse impacts of our business activities on human rights, and take measures to prevent or mitigate these risks.

5. Remediation

If it becomes clear that our business activities have adversely affected, or contributed to, human rights, we will strive for remediation through appropriate procedures.

6. Dialogue and Consultation

We will strive for dialogue and consultation to address potential and actual impact on human rights.

7. Education and Awareness

We will carry out ongoing education and awareness activities to deepen correct understanding and recognition of human rights.

8. Information Disclosure

We will disclose our efforts to respect human rights based on this policy through websites and other means.



Human rights initiatives

Toho Gas Group is committed to preventing and mitigating negative impact on human rights through programs that enhance our employees' awareness of human rights and promote the prevention of discrimination and harassment.

Major initiatives

	Description
Employees	<ul style="list-style-type: none"> Harassment awareness training Promoting Occupational Safety and Health Identifying latent risks through compliance awareness surveys Availability of counseling services
Business partners	<ul style="list-style-type: none"> Request for action on human rights in accordance with our Human Rights Policy Request for action on human rights in accordance with our CSR Procurement Policies and Guidelines
Our customers and their communities	<ul style="list-style-type: none"> Protection of our customers' personal information Promoting environmental countermeasures (global warming, recycling, etc.)

Supply chain initiatives

In cooperation with our business partners, we promote initiatives to respect human rights, including prohibitions against child labor, forced labor, and discrimination, in accordance with the Toho Gas Group CSR Procurement Policy and Guidelines.

Collaborating with our suppliers

<https://www.tohogas.co.jp/lang/en/approach/eco/social/sce/>

Toho Gas Group CSR Procurement Guidelines

1. Quality, Price, Delivery, and Maintenance Management, etc.

(1) Quality and Safety:

We request that our business partners provide products and services that meet the quality and performance standards required by our group, which are maintained for a reasonable period of time, and that ensure safety in use and operation. We also request our business partners to strive to maintain and improve their technical level.

(2) Price:

Considering specifications, quality, delivery, purchase quantity, and market price trends, we request our business partners to provide products and services at fair and reasonable prices.

(3) Delivery:

In delivering products and services, we request our business partners to adhere to the delivery deadline and strive to maintain a stable supply.

(4) Maintenance Management & After-sales Service :

We request our business partners to maintain a system that can promptly and accurately conduct inspections, maintenance, repairs, and responses to accidents and malfunctions, and that can quickly provide necessary parts and technical assistance.

2. Compliance

We request that our business partners comply with all relevant laws and regulations applicable in the countries and regions where business activities are conducted, and respect societal norms and ethics.

3. Information Security

We request that our business partners strictly manage and protect any personal or confidential information collected through procurement transactions, and use it within legally permitted bounds. We also request our business partners thoroughly to implement measures to prevent the misuse or leakage of information.

4. Environmental Consideration

We request our business partners to strive for environmental conservation and reduction of environmental impact. When procuring goods and services, we request for their cooperation in procurement that leads to a reduction in environmental impact, such as selecting products and services that have as little impact on the environment as possible.

5. Human Rights & Occupational Safety and Health

We request our business partners to deepen their understanding of the importance of respecting the human rights and occupational safety and health of people affected by business activities, including the prohibition of discrimination, forced labor, and child labor. We request our business partners to respect human rights and strive for proper labor management and the maintenance of a safe and healthy work environment.

6. Contribution to the Local Community

We request that our business partners consider the cultures and customs of the countries and regions where business activities are conducted, and strive to communicate with local communities.

7. Approach to Business Partners (Supply Chain Management)

We request that our business partners not only engage in CSR procurement but also encourage their own business partners to do the same.