

Initiatives Focused on Respect for 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 while respecting the human rights of our employees, customers, business partners, local communities, and all other stakeholders.

Toho Gas has signed and endorsed the Ten Principles of the United Nations Global Compact in the four areas of human rights, labor, environment, and anti-corruption, and is a member of the UN Global Compact.



Human Rights Policy

We established the Toho Gas Group Human Rights Policy and are committed to preventing and mitigating adverse impacts on human rights by enhancing employee awareness of human rights while promoting efforts to prevent discrimination and harassment.

 Toho Gas Group Human Rights Policy
For details, please visit our website.
<https://www.tohogas.co.jp/lang/en/approach/eco/social/hrp/>

Promotion Framework

The Sustainability Committee, comprising Toho Gas and its major affiliates, discusses, reviews, and monitors the progress of human rights policy formulation and revision, human rights due diligence action plans, and their implementation. This status is then reported to the Management Committee, and important matters are brought to the Board of Directors.

Human Rights Due Diligence

Based on the Toho Gas Group Human Rights Policy, we established a human rights due diligence system to identify, prevent, and mitigate adverse human rights impacts (human rights risks) that must be taken into consideration when conducting business, and we are promoting initiatives aimed at fostering respect for human rights.

We identify human rights risks through interviews with internal stakeholders and external experts, and assess their importance based on two criteria—severity and likelihood of occurrence. As a result, we identified occupational health and safety, human rights violations in the supply chain, privacy violations, and discrimination as significant human rights risks.

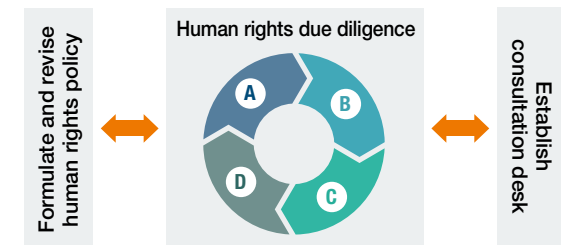
In FY2024, we selected privacy violations and discrimination from among the identified significant human rights risks, and worked to prevent and mitigate these risks by conducting internal environment inspections, promoting human rights awareness (e-learning), and providing compliance training, among other initiatives, while also pursuing such efforts throughout the supply chain.

Human Rights Initiatives in the Supply Chain

We established the Toho Gas Group CSR Procurement Guidelines based on the Toho Gas Group CSR Procurement Policy to promote efforts to respect human rights together with our business partners. In FY2024, we conducted questionnaire surveys of our major business partners to check the status of initiatives focused on respect for human rights, such as prohibition of forced labor, child labor, and discrimination. No business partners were identified as posing significant human rights risks based on the survey results.

 Toho Gas Group CSR Procurement Guidelines
For details, please visit our website.
<https://www.tohogas.co.jp/lang/en/approach/eco/social/sce/>

Overview of Initiatives



Details of Human Rights Due Diligence

- A Assessment of human rights risk**
 - Identify and assess negative human rights impacts of business activities
 - Identify significant human rights risks
- B Prevention and remediation**
 - Inspect human rights risks and implement measures
 - Provide training on business and human rights, LGBTQ, and compliance
- C Monitoring**
 - Conduct employee questionnaire surveys
 - Conduct business partner questionnaire surveys
- D Public information disclosure**
 - Disclose information in Integrated Reports and on our websites

Consultation Service

We established the Compliance Consultation Service both internally and outside the Company at a lawyer's office to allow direct consultation of issues including human rights in person, by email, or by phone. This service is available not only to Group employees, including dispatched staff, but also to retired employees and business partners as well.