

Key CSR Activity

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Respect for Human Rights

The Tokyo Gas Group engages in business activities with respect to the dignity and rights of all people, and it has pursued various educational initiatives to raise employee awareness of the importance of observing such rights. We will intensify our efforts in response to the increasing globalization of society and to address the issues that arise while we expand our overseas business.

Number of participants in human rights awareness training*1

17,773

Number of sessions (including anti-harassment training)*1

867

Number of human rights promotion leaders*2

225

*1 Figures for the Tokyo Gas Group in FY2017

*2 Figure for the Tokyo Gas Group as of end March 2018



Initiatives on Respecting Human Rights

We will continue to strengthen our efforts related to respecting human rights in accordance with Tokyo Gas Group Human Rights Policy, which was formulated in February 2018. The Group strives to practice human rights due diligence in order to identify, prevent and mitigate human rights issues that arise along our value chain.

Tokyo Gas Group Human Rights Policy (Item Titles)

- 1 Our Commitment to Respect Human Rights
- 2 Scope of the Policy
- 3 Respect for Human Rights in Our Value Chain
- 4 Human Rights Due Diligence
- 5 Relief and Remediation
- 6 Dialogue and Consultation
- 7 Human Rights Education
- 8 Information Disclosure

Consultation Desks for Human Rights and Compliance Issues

Consultation desks have been established both inside the company (in the Compliance Department) and outside the company to handle workplace issues on communication and compliance, including human rights. A total of 104 consultation requests were received in fiscal 2017 (please see page 37).

First and foremost, we seek to protect the person who is seeking consultation from being placed at a disadvantage. And we address issues through face-to-face consultations whenever possible in an effort to help create a safe and secure working environment by collaborating with employees.

Training and Lectures on Human Rights

We seek to raise our awareness by understanding the latest trends in human rights surrounding companies and learning about human rights



Level-specific human rights awareness training

issues through various educational activities and training. In March 2018, we organized a human rights lecture on the

theme of “workplace tips for creating an inclusive society alongside people with disabilities.” About 350 attended the lecture, including Central Human Rights Promotional Meeting members of Tokyo Gas and managers of subsidiaries.

Human Rights Awareness Training* (Figures for the Tokyo Gas Group in FY2017)

	Overview	Participants
Level-specific training	Four levels of training provided: upon entry to the company, during the third year, and during qualification promotions (two levels). Training includes Tokyo Gas LIFEVAL employees.	1,527
Workplace workshops	Practical training on topics selected by each workplace	15,543
Training programs and follow-up for human rights promotion leaders	First-time leader training (1 year) and follow-up training	353
Human rights presentation	Presentations for mid-level managers by outside speakers	350

* Training sessions with 20 participants were also given by instructors dispatched on request by government authorities.

Respecting Human Rights along the Supply Chain

As part of our initiatives for respecting human rights along our supply chain in Japan and abroad, we present our suppliers with the Purchasing Guidelines for Suppliers and engage in management activities such as CSR surveys. Additionally, we seek to ensure understanding of these guidelines and stringent adherence among our employees to Tokyo Gas Group Our Code of Conduct. Furthermore, we monitor the status of response to human rights issues by conducting surveys of suppliers.

Signing of the UN Global Compact

Tokyo Gas signed the United Nations Global Compact in March 2016 to demonstrate its commitment to protecting and respecting human rights and labor standards as it pursues overseas businesses.

