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.

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.

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 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.

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