

Daigas Group Human Rights Policy

The Daigas Group is committed to respecting human rights and expects its all members to adhere to the Daigas Group Human Rights Policy, which we as a global business enterprise formulated in accordance with the United Nations Guiding Principles on Business and Human Rights as well as other international standards.

This Policy is based on the Daigas Group Corporate Principle and the Daigas Group Charter of Business Conduct, and has been approved by the Board of Directors of Osaka Gas Co., Ltd.

1. Endorsement of International Agreements

We support international agreements on human rights, including the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO). We commit to respect human rights as set out in the United Nations Guiding Principles on Business and Human Rights.

2. Scope of application

This policy applies to all directors, officers, and employees of the Daigas Group.

3. Legal compliance and respect for internationally recognized human rights.

We comply with the applicable laws and regulations of the countries and regions where we operate. In case where there is a conflict between internationally recognized human rights standards and the laws and regulations of each country or region, we will pursue ways to respect international human rights principles.

4. Respect for human rights in all process of business activities

In all processes of our business activities, we strive to prevent and reduce negative impacts on the human rights of stakeholders involved in the Daigas Group's businesses.

4-1

We respect the human rights of our employees and provide a healthy and comfortable work environment.

4-2

We respect human rights of customers and business partners. In case where negative impacts on human rights by business partners or other related parties are directly linked to the Daigas Group's businesses, products or services, we will demand that such business partners and related parties respect human rights and not infringe upon them.

4-3

We assess and address the impact of our business activities on local communities.

5. Human rights due diligence

We conduct human rights due diligence, in which we identify and assess the negative human rights impact of our business activities and take steps to prevent or mitigate such risks.

6. Remedy

If it becomes clear that the Daigas Group's business activities are causing or contributing to negative impacts on human rights, we will work to correct and remedy the situation through appropriate procedures.

7. Stakeholder Engagement

We engage in sincere dialogue and consultation with affected stakeholders on how to address actual or potential impacts on human rights.

8. Education and awareness

We provide education to ensure that all directors, officers, and employees of the Daigas Group understand this Policy and act in accordance with this Policy in our business activities.

9. Reporting

We report the progress on our human rights efforts that we make based on this Policy through our website and other communication channels.

April 1, 2021
President,
Osaka Gas Co., Ltd.