

Diversity & Inclusion

Principle and Outline Daigas Group Diversity Promotion Policy

As a way of enhancing its corporate value, the Daigas Group believes that it is essential for the Group to promote diversity in its corporate membership and corporate structure whereby employees can maximize their potential, irrespective of gender, age, nationality or physical disability. Recognizing that it is necessary for the Group to foster a corporate culture, the Group has adopted the Daigas Group Diversity Promotion Policy aiming for people with diverse personality and talent are respected, accepted, they can feel rewarded and fulfilled through their work.

Supporting a More Active Role for Female Employees

As the working population is expected to decline in Japan, Osaka Gas believes it important to accept diverse values and has been striving to create a work environment where female employees can exercise their abilities and play active roles. With their aptitude and wishes taken into account, female employees have been displaying their abilities in various fields. Under the Daigas Group Diversity Promotion Policy, we have set numerical targets of increasing the percentage of women on the board and in executive positions to 20% or higher, respectively, and the percentage of women among career-track employees promoted to middle management positions*1 to 30% or higher by FY2031.3 and of maintaining the percentage of women among career-track hires at 30% or higher, and we will promote various initiatives and enhance various systems. We have made various efforts to achieve a healthy work-life balance and taken measures for career development. These endeavors have led to a steady increase in the percentage of women in middle management positions. Osaka Gas has won the “Eruboshi” (highest level) certification from the Minister of Health, Labor and Welfare as an excellent company in terms of the status of women’s participation and advancement in accordance with the Act on the Promotion of Women’s Participation and Advancement in the Workplace. In FY2022.3, Osaka Gas was also selected for the Nadeshiko Brand by the Tokyo Stock Exchange (TSE) and the Ministry of Economy, Trade and Industry as one of the TSE-listed companies which actively promote the utilization of female human resources, including the development of an environment where women can continue to work.

Osaka Gas has also been selected as a constituent of the MSCI Japan Empowering Women Index (WIN), an ESG investment index for Japanese stocks adopted by the Government Pension Investment Fund (GPIF). In FY2019.3, Osaka Gas became the first gas provider to receive gold in the PRIDE Index, Japan’s first index introduced by a volunteering group called “work with Pride” to evaluate corporate efforts to support inclusiveness of LGBT employees and other sexual minorities.

*1 Percentage of women among all career-track employees promoted to middle management positions:
The percentage of women promoted to middle management positions among career-track employees promoted to managerial positions in that fiscal year (including loan employees)

Change in the percentage of women in managerial positions (Osaka Gas)*2

The target of 5% or more for the percentage of women in managerial positions was attained by FY2021.3

*2 Percentage of women in manager positions or higher (non-consolidated)

	FY2005.3	FY2016.3	FY2017.3	FY2018.3	FY2019.3	FY2020.3	FY2021.3
Percentage of female employees in management positions	0.3	2.3	2.7	3.8	3.4	3.5	5.0

• In FY2022.3, a new indicator was set to attain “30% or more for the percentage of women among employees promoted to managerial positions by FY2031.3 (managerial positions changed to “managerial positions or equivalent,” including Osaka Gas’s loaned employees).”

	FY2022.3	FY2023.3
Percentage of women among all employees promoted to managerial positions*3	6.3	14.3
Percentage of female employees in managerial positions*4	4.2	4.5s

*3 The percentage of women promoted to managerial positions among career-track employees promoted to managerial positions in that fiscal year (including loan employees)

*4 For the percentage of female employees in managerial positions, the target was changed from female employees on a non-consolidated basis to all employees, including loan employees.



Gold in the PRIDE Index



Nadeshiko Brand

2023 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

MSCI Japan Empowering Women Index (WIN)



Osaka Gas acquires Eruboshi certification (third stage, which is the highest)

■ Main Actions Taken in FY2023.3

	Specific initiatives in FY2023.3	
Recruitment	Holding of diversity seminars to introduce female employees' career paths and workplace environments where they are playing an active role; Holding seminars for science-major female students	
	Website	Posting of articles about career plans pursued by female workers
Development of human resources	Transfer and appointment	Transfer and appointment based on individual development plans suited to each employee
	Career education	Mentor system (mentoring program)*
		Career-design seminars Roundtable talks between female workers on careers (strengthen connections with internal role models)
		Interviews with young workers during their training period (young workers when they are employed/after assignment/after three years)
		Dispatch of employees to an external organization that supports the empowerment of women, the "Japan Institute for Women's Empowerment & Diversity Management"
Training for supervisor	Training for newly appointed and existing managers/supervisors	
	Holding of a Diversity Promotion Forum (lecture by knowledgeable person and workshop)	
	Attendance of supervisors in various training programs for women	
Work environment	Childcare (Men are also eligible.)	Holding child-rearing luncheon meetings (job networking event)
		Holding forums for employees raising children and their supervisors
		Offering intranet networking opportunities for workers on leave and returners
		Holding roundtable talks for people taking childcare leave
		Holding seminars on balancing work and childcare for men (Diversity West Japan Study Group)
	Corporate culture	Provision of information through continued distribution of e-mail news and in-house web magazines
Continued implementation of measures to promote efficient working		

* Mentor system (mentoring program): A program that provides female employees before and after life events and before management with the opportunity to receive direct guidance from experienced mentors to foster networking and career awareness.

Holding of Diversity Training for Newly Appointed Managers/Supervisors

Osaka Gas conducts diversity training as part of training for newly appointed managers/supervisors.

■ Number of Participants in Training for Newly Appointed Managers/Supervisors

	FY2019.3	FY2020.3	FY2021.3	FY2022.3	FY2023.3
Group	171	156	176	163	149
Osaka Gas	98	77	46	36	10

■ Number of Participants in Mentoring Program

	FY2019.3	FY2020.3	FY2021.3	FY2022.3	FY2023.3
Osaka Gas	22	12	17	19	16

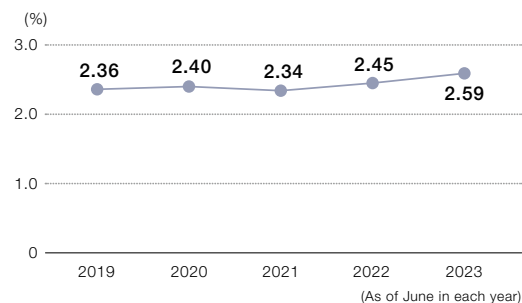
*Osaka Gas and consolidated companies

Creating a Work Environment for the Disabled

Hiring the disabled

Osaka Gas does all it can to hire disabled persons and creates a work environment conducive to the talents of each individual. As a result of these efforts, disabled persons accounted for 2.59% of our workforce as of June 2023, well above the legal minimum of 2.3%. Of the 37 Group companies subjected to the law, 20 companies including Osaka Gas have achieved the legal minimum.

■ Percentage Rate of Disabled Employees (Osaka Gas)



Creating a Work Environment for Seniors

Creating a work environment for seniors

Osaka Gas has implemented a reemployment scheme to rehire employees who have reached mandatory retirement age, under which applicants are placed in jobs that match their skills and preferences. All Daigas Group companies have similar reemployment programs.

Post-retirement support

In order to meet the diversifying needs of second life, at Osaka Gas, the Career Development Project Team conducts career guidance (training) and career development interviews for employees at the ages of 45 and 53.

This training offers the employees briefings on circumstances inside and outside the company as well as various support systems, and through closer examinations of their work histories and group discussions, the employees are encouraged to seek out career paths that are consistent with their values and motivation and to develop their own career plans. After the training, each employee will fill out a career track questionnaire and then attend a one-on-one interview with an in-house career counselor to discuss their career aspirations and growth plans. About 270 employees received career development interviews in FY2023.3.

When employees reach the age of 54, they are invited to attend a “Nice Life Seminar” with their spouse. They are briefed about various systems that may affect their post-retirement life plans.