

Human Rights

Summary

Why the topic is material	The Daigas Group respects human rights as basic rights inherent to all. The Group supports the international standards on human rights and promotes activities and programs to protect the human rights of its stakeholders. We comply with the applicable laws and regulations of the countries and regions where we operate. In the case where there is a conflict between internationally recognized human rights-related norms and the laws and regulations of a country or region, we will pursue ways to ensure maximum respect for international norms.
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	Items to be addressed	Specific initiatives
Respect for human rights throughout the value chain/ Human rights due diligence/ Human rights awareness promotion	<ul style="list-style-type: none"> • Management regarding respect for human rights • Human rights due diligence • Encouragement of suppliers • Promoting human rights awareness activities for Daigas Group officers and employees 	<p>Policy and promotion system</p> <p>Based on the Daigas Group Human Rights Policy, we support international human rights-related norms and comply with laws and regulations of the countries and regions where we operate, promoting activities and programs to protect the human rights of its stakeholders.</p> <hr/> <p>Initiatives undertaken in FY2023.3</p> <ul style="list-style-type: none"> • Implemented human rights due diligence • Informed our suppliers of our procurement policy and conducted a sustainability questionnaire • Provided human rights awareness training to Daigas Group officers and employees

Respect for Human Rights throughout the Value Chain

Principle and Outline

The Daigas Group supports and respects international standards for human rights, including the International Bill of Human Rights (Universal Declaration of Human Rights and the International Covenants on Human Rights) and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We also promote human rights initiatives in accordance with the UN Guiding Principles on Business and Human Rights, the UN Children’s Rights and Business Principles, and other relevant principles.

We identify and assess the negative impact of our business activities on human rights and take steps to prevent or mitigate such risks under the Daigas Group Human Rights Policy. We will also demand that our suppliers and other parties concerned respect human rights and not infringe on them.

Daigas Group Human Rights Policy [Daigas Group Human Rights Policy](#)

The Daigas Group established the Daigas Group Human Rights Policy in April 2021. This Policy is based on the Daigas Group Corporate Principles and the Daigas Group Charter of Business Conduct and has been approved by the Board of Directors of Osaka Gas.