Human Rights Awareness Promotion

Principle and Outline

The Daigas Group holds that human rights ought to be accorded the maximum respect in all circumstances. All officers and employees must be keenly aware of this, and acquire and act on correct knowledge pertaining to human rights. In expanding its business globally, the Group pays careful attention to compliance with local and national laws and regulations, respect for human rights and other international norms, local culture and customs, and the interests of stakeholders. Accordingly, it offers human rights training and conducts educational activities aimed at improving awareness and instilling knowledge of human rights issues.

System for Promoting Human Rights Awareness

To promote human rights awareness throughout the Daigas Group, Osaka Gas has established a “Daigas Group Human Rights Committee” chaired by its Chief Human Resource Officer (CHRO) (Senior Executive Officer). This committee determines the activity policy with regard to human rights.

Based on this policy, the Human Resources Department’s “Human Rights Center” plans, formulates and administers numerous efforts and events such as human rights training for all job levels, human rights lectures, and human rights slogan contests, and offers cooperation and support to individual organizations. In FY2023, we have started training programs based on human rights themes identified as those which we should give consideration to in human rights due diligence. The top award-winning slogans are made into posters that are put up in offices to constantly remind employees of the importance of human rights.

As well, business units and major affiliates have their own “Human Rights Committee,” which relays company policies and human rights information to employees, encourages participation in outside lectures and the human rights slogan contest.

The “Daigas Group Human Rights Committee” also exchanges information and opinions with divisions in the Group, all in an effort to understand what must be done across the entire Group. Further, each business unit and major affiliate appoints a “Human Rights Awareness Promoter,” who is in charge of dealing with daily issues related to human rights.

The Daigas Group’s “Compliance Desks” and “Human Rights Center” also accept consultation and reports on all matters related to human rights.

In FY2025, we announced the “Daigas Group Basic Policy on Customer Harassment,” while also conducting training sessions for group employees and creating a response manual.

■ System for Promoting Human Rights Awareness

Daigas Group Human Rights Committee

Members: General Manager of the department in charge of general affairs in each organization, and Managers of the Sustainability Office and the Compliance Office

Daigas Group Human Rights Executive Board

Members: Manager of the team in charge of general affairs at each organization, the Sustainability Office, and the Compliance Office

Human Rights Committees at each organization

Members: Persons in charge of general affairs, etc., including affiliated core energy business companies and related companies

Human Rights Promoters (at each organization)

Members: Persons in charge at each organization



Initiatives to Respect Human Rights for Suppliers

The Daigas Group sets up a section on human rights in its annual sustainability questionnaire for major suppliers. In FY2026, our overseas subsidiaries also conducted a questionnaire survey on addressing human rights targeting major suppliers and conducted on-site audits by adding the confirmation of human rights risks to the existing quality audit framework. The results confirmed that there were no problems with forced labor or child labor.

In addition, at the human rights lecture for organization heads and managers, which is held every year, in FY2026, we invited the participation of construction companies, service chain companies, and other partner companies, and approximately 40 people attended the lecture.

Please see 📖P.114 for more information on the details of the conducted sustainability questionnaire survey.

■ Survey on Human Rights Risks

	No. of companies surveyed	No. of companies which replied
Sustainability questionnaire	394	383
Questionnaire survey on addressing human rights, on-site audit	107	81 (of which 18 underwent on-site audits)

Implementation of Human Rights Training

Human rights training for all levels

The Daigas Group has human rights training for all job levels: officers, managers, and new recruits.

In the human rights training for new managers, participants learn about human rights issues that companies should consider. We have human rights lectures for division heads and managers led by outside experts.

Human rights training for all employees have been conducted mainly through video distribution since FY2023. In FY2026, the training was conducted under the theme of "Business and Human Rights: Companies Have a Responsibility to Respect Human Rights," and approximately 17,800 employees across the Group participated in the training.

■ Group-wide Human Rights Training - Participants

Participants	Implementation period	No. of participants
Executives	October	28
Managers and leaders	May, June, November, December	200
Lecture for organization heads and managers	July	444
New employees	April	167
Mid-career hires	June, October, February	325
All employees	From October to December	About 17,800
Lecture for all employees	December	428
Others (HR Committee etc.)	Year around	265
Total		About 19,600

Training for human rights awareness leaders

In training for each division's human rights awareness leaders, participants take a variety of courses outside the company. In FY2026, a total of 168 took these courses.

■ Results of Participation in Courses outside the Company

Course name	No. of participants
Anti-discrimination and Human Rights Issues Awareness Raising (for Managers)	168
Human Rights and Anti-discrimination Awareness Raising	
Buraku Liberation/Human Rights Summer Course	
Buraku Liberation/University Human Rights Course	
Other	