

Chugoku Electric Group Human Rights Policy

As we aim to be a corporate group that continues to earn trust and grow, the Chugoku Electric Group considers the principle of respect for human rights to be the basis for management, and we strive to achieve workplaces and a society where human rights are truly respected.

1. Application of a Human Rights Policy

The Chugoku Electric Group shall establish a human rights policy as a policy for thoroughly carrying out the 'Respect for Human Rights' as stated in the "Energia Group Corporate Charter of Conduct" and eliminating human rights infringements, and we shall apply this to all officers and employees in the Chugoku Electric Group.

We shall also work to have our business partners outside of the Chugoku Electric Group, including clients in our supply chain, understand the content of this Policy.

2. Structure for Promoting Human Rights Education

The Human Rights Education Promotion Committee, chaired by the head of the Chugoku Electric Human Resources Development Division, shall carry out investigations, checks, and improvements related to the practice of matters listed in the Human Rights Policy.

3. Human Rights Due Diligence

In accordance with the structures for human rights due diligence established in the UN's "Guiding Principles on Business and Human Rights," we shall strive to identify and then prevent or reduce negative impacts on human rights.

Based on the idea of "engaging in no discrimination whatsoever," we shall appropriately respond to human rights issues in accordance with Chugoku Electric's approach on risk management.

4. Internal Education

We shall continuously implement education activities for all employees to ensure that the Human Rights Policy becomes understood, spread, and well-established.

5. Dialogue with External Parties

We shall hold dialogues with labor unions, suppliers, external experts, and other external parties in order to respond to impacts on human rights in our business activities from the perspective of our stakeholders.

6. Information Disclosure

We shall proactively disclose information such as the status of our efforts related to respect for human rights.

7. Remedy

We shall take remedial measures including establishing human rights consultation desks, both internally and externally, and properly responding to consultations.