

# Shikoku Electric Power Group Human Rights Policy

The Shikoku Electric Power Group will realize sustainable value creation by broadly fulfilling our responsibilities to society through our business activities based on the “Shikoku Electric Power Group Code of Conduct”.

The Shikoku Electric Power Group recognizes that respect for human rights is our important social responsibility. To fulfill this responsibility, we have established the “Shikoku Electric Power Group Human Rights Policy (hereinafter, “this Policy”)” to express our respect for the human rights of all stakeholders involved in our business activities, and will move forward with efforts to respect human rights.

## 1. Scope of application

This Policy applies to all officers and employees of the Shikoku Electric Power Group.

We also ask our business partners to understand and support this Policy, and continue to encourage them to respect it.

## 2. Basic stance

We support and respect international norms on human rights, including the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We will also fulfill our responsibility to respect human rights by appropriately addressing the negative impact of our business activities on human rights based on the United Nations Guiding Principles on Business and Human Rights.

We will comply with the laws and regulations applicable to the countries and regions in which we operate. Where there are differences between international human rights norms & principles and the laws and regulations of each country or region, we will pursue ways to maximize respect for international human rights norms & principles.

## 3. Human rights due diligence

We will establish a human rights due diligence mechanism and work to identify, prevent and mitigate any negative impact on human rights in order to fulfill our responsibility to respect human rights based on the UN Guiding Principles on Business and Human Rights.

## 4. Redress and remedial action

In order to respond appropriately to human rights issues, we will establish a contact point that can be used by internal and external stakeholders. In addition to ensuring anonymity and confidentiality, we will also ensure thorough protection of whistleblowers such as by prohibiting disadvantageous treatment and retaliatory measures against whistleblowers.

If it becomes clear that the business activities of the Shikoku Electric Power Group have caused or encouraged a negative impact on human rights, we will work to remedy or correct the situation through appropriate procedures and dialogue.

## 5. Dialogue and consultation

We will strive to improve and enhance our efforts to respect human rights by engaging in dialogue and consultation with relevant stakeholders in a series of initiatives based on this Policy.

## **6. Education and enlightenment**

In order to ensure that this Policy permeates and becomes firmly established throughout all of our business activities, we will reflect it in related policies, procedures and operations, and will conduct necessary education and enlightenment activities for all of our officers and employees. We will also strive to respect human rights throughout the supply chain by making our business partners fully aware of the contents of this Policy.

## **7. Information disclosure**

We will appropriately disclose information on the status of efforts based on this Policy.