

Tohoku Electric Power Group Human Rights Policy

Based on our Management Philosophy to Prosper with Local Communities and our Group slogan Yori, Sou, Chikara (The Strength to Work Alongside), we will contribute to the sustainable progress of society and deliver solutions to the challenges confronting our communities and society at large while also increasing corporate value over the medium to long term through striving to realize a smart society while working alongside our customers and communities.

In doing so, we believe it is vital to protect the dignity and respect the rights of all stakeholders involved in our business activities.

Based on this fundamental approach, we have established the Tohoku Electric Power Group Human Rights Policy (“Policy” hereinafter) to clarify the Group’s thinking on respect for human rights.

Based on this Policy, the Tohoku Electric Power Group will fulfill its responsibility to respect the human rights of all stakeholders throughout its business activities.

1. Positioning of the Policy

This Policy has been formulated based on the United Nations Guiding Principles on Business and Human Rights. It describes in detail the Tohoku Electric Power Group’s policies on respect for human rights in its business activities, in line with the Tohoku Electric Power Group Code of Conduct.

2. Respect for international norms and compliance with laws and regulations on human rights

The Tohoku Electric Power Group supports and respects international human rights norms, including the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. It strives to put these norms into practice. Furthermore, the Tohoku Electric Power Group complies with all laws, regulations, and rules that apply in the countries and regions in which it does business. Where there is any conflict between internationally recognized human rights norms and the laws, regulations, and rules of the countries and regions in which it does business, the Group makes every effort to respect internationally recognized human rights norms.

3. Scope

This Policy applies to all executives and employees (regardless of form of employment, including permanent employees, contract employees, and temporary employees). The Tohoku Electric Power Group asks its business partners, including suppliers, to understand and support the details of the Policy and continually encourages them to conform to it.

4. The Tohoku Electric Power Group’s human rights responsibilities

The Tohoku Electric Power Group recognizes the possibility that its business activities could affect the human rights of its stakeholders, directly or indirectly.

In its own business activities, the Tohoku Electric Power Group fulfills its human rights responsibilities by avoiding any violation of the human rights of its stakeholders by various means, including ensuring occupational health and safety, properly managing working hours, prohibiting various forms of discrimination, prohibiting harassment, protecting freedom of association and collective-bargaining rights, prohibiting forced labor, prohibiting child labor, maintaining minimum wages, protecting the safety of customers and members of our communities, and respect for privacy, as well as taking appropriate measures to remedy any negative effects of our business activities on human rights.

In the event that a supplier or other business partner is involved in a negative effect on human rights, we take measures such as encouraging appropriate responses to respect human rights and avoid violating them, in order to avoid indirectly fostering or participating in human rights violations.

5. Human rights due diligence

The Tohoku Electric Power Group has developed a structure for and continually implements human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights.

Human rights due diligence refers to a continual process of identifying negative effects of human rights in areas such as business activities and the supply chain, prevention, mitigation, and remediation through appropriate means, as well as external disclosure of the progress and results of these efforts.

6. Correction and remediation

Should it become clear that the Tohoku Electric Power Group’s business activities have caused, fostered, or otherwise result in impairments or violations of human rights, we correct and remedy such effects through appropriate means.

7. Education and communication

To ensure that this Policy is established firmly throughout our business activities as a whole, the Tohoku Electric Power Group reflects the thinking of the Policy in necessary procedures and provides the education needed to ensure that all Group executives and employees understand the Policy completely.

The Group also communicates with suppliers and other business partners to ensure their thorough understanding of this Policy to assure respect human rights throughout the supply chain.

8. Stakeholder dialogue and discussions

The Tohoku Electric Power Group pursues continuing dialogue and discussions with stakeholders, outside experts, and other parties as part of a series of initiatives based on this Policy.

9. Disclosure

The Tohoku Electric Power Group regularly discloses information on matters such as the processes of initiatives to respect human rights based on this Policy and results of assessing their efficacy.

10. Continual review of human rights

The Tohoku Electric Power Group will continually review this Policy to enhance efforts to respect human rights based on dialogue and discussions with related stakeholders, outside experts, and other parties as it recognizes that specific issues to be addressed evolve due to factors such as changing social conditions or business developments.