

Human Resources

Human resources development that embodies our Five Values

Initiatives to promote our Five Values

To enable our Five Values to permeate group-wide, we have SMFG joint training seminars where new hires across group companies come together and a joint SMFG management program for Group company managers to engage in discussions about SMFG's future.



SMFG joint program for new hires

► Five Values

Values shared by our staff and directors in Japan and overseas to guide us in our client-centric approach

- Customer First
- Proactive and Innovative
- Speed
- Quality
- Team SMBC / SMFG

Initiatives to foster a Team SMFG spirit

To foster a Team SMFG spirit, we arrange for interchanges between employees of different Group companies and seek to promote Group ties through human resources strategies, such as joint activities for new hires.



SMFG joint company briefing

Initiatives to promote “Proactive & Innovative”

SMBC has set its sights on becoming a “Proactive & Innovative head office” where high sensitivity to change in the environment feeds into early response in effecting measures and producing ideas.

In fiscal 2016, the expectations of main office staff are being symbolized as an “Aggressively Proactive and Innovative head office,” creating a platform for thinking with unprecedented freedom and working in a spirit of positive challenge and tireless enthusiasm. In tandem with this initiative, SMFG is building an in-house body of knowledge and increasing its hiring and utilization of external personnel.



Poster for employees

► Added value for customers from a workforce instilled with the Five Values

SMFG's success in increasing its capability as a global financial group year by year is the result not only of our wide-ranging products and services but also of growth in the number of colleagues who provide us with “intelligence” we can utilize in resolving customer problems based on the use of diverse information. The Five Values are the summation of this “intelligence” expressed as an ethic and action plan.

As each one of us practices the Five Values, we believe we can provide added value that exceeds our clients' expectations by orchestrating “intelligence” through Group company or cross-border collaboration.



Takeshi Kunibe
President and CEO,
Sumitomo Mitsui Banking Corporation

A business environment where diversity is a strength

Initiatives to promote female participation

We hold SMFG joint women's career forums each year for young female employees with the aim of giving them a clear focus in their work at an early stage. The Group is also united in its response to the Act concerning Promotion of Women's Career Activities, with each company having set targets for its female manager ratio.



SMFG joint women's career forum

Message from an outside expert

As the female participation situation at SMBC varies widely from department to department, SMBC has set challenges on an individual department basis.

The SMBC President and CEO is watching with close interest, which has fostered a positive spirit of competition among departments.

SMBC has also commenced group-wide initiatives and I am looking to results from the mutual stimulus they provide.



Outside member of Diversity and Inclusion Committee* at SMBC

Kimie Iwata
President, Japan Institute for Women's Empowerment & Diversity Management

* The Diversity and Inclusion Committee was formed in May 2014 to speed up the promotion of diversity at SMBC as a whole. It is chaired by the SMBC President and members include a deputy president, general managers, and outside experts. The committee is promoting multiple initiatives to assist women in their careers and reform working practices for all employees.

Reforms to working practices

To provide an environment for participation by employees working limited hours, we have introduced awareness training and telecommuting and we are seeking to rectify long working hours and introduce flextime.

Promotion of globalization

At SMFG, we are working on staff development to support the rapid globalization of our business. SMBC offers a variety of global training programs in which staff from all over the world participate, including a program jointly developed with a world-leading business school. We are also promoting staff exchanges between Japan and overseas to encourage mutual understanding. By creating an environment where employees from different backgrounds work together and inspire each other, we seek to provide services of greater value to our customers.



Global Leadership Program

Jobs for those with disabilities

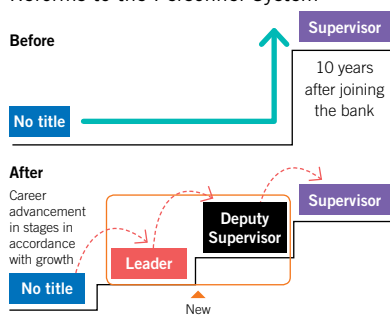
SMBC Nikko Securities employs athletes with disabilities, and it has set up Nikko MiRun, a company that provides jobs for people with disabilities. In March 2016, its efforts were recognized by the Ministry of the Environment as Good Practice in accordance with the ministry's Principles for Financial Action for the 21st Century.

► Promotion of the role of women

In July 2015, SMBC made changes to its personnel system to provide more career positions for women.

Under the revised system, careers can be advanced in stages in accordance with the individual's growth, thus providing a rewarding workplace for long-term participation.

Reforms to the Personnel System



Number and Ratio of Female Managers

