

Statement on Human Rights

Introduction

SMBC Group, as a global financial group which supports the United Nations Global Compact, believes that it has an ethical responsibility to help protect and promote human rights as articulated in fundamental principles such as “the United Nations Universal Declaration of Human Rights”, “the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work”, “ISO26000” and “the United Nations Guiding Principles on Business and Human Rights”, and to eliminate any activities associated with slavery, forced labor, human trafficking, child abuse, and/or any kind of exploitation (hereinafter collectively referred to as “Slavery”) from our businesses and supply chains. Although some part of laws and regulations may differ in countries and regions where SMBC Group does business, SMBC Group follows our policies while respecting and adhering to local laws and regulations.

Our Employees

SMBC Group believes that its employees should be treated fairly and with dignity and that it should strive to ensure that it provides a workplace free from any type of violation of employees’ human rights, including but not limited to forced labor, harassment and discrimination without distinction of any kind such as race, gender, sexual orientation, gender identity, religion, creed, national origin, disability, family status and birth status. SMBC Group also ensures that its recruitment and career progression processes are free from any such discrimination.

It is also a guiding principle in SMBC Group’s “Principles of Action”, that every employee shall respect the human rights of other employees, and not engage in discrimination or harassment.

Where permitted by local laws SMBC Group’s employees are encouraged to identify and report immediately via SMBC Group’s whistle-blowing program, without fear of retaliation, any conduct that the employee knows or reasonably believes would violate legal or regulatory requirements or ethical standards, which include, but are not limited to internal policies and guidance in relation to human rights. Those who violate these laws, regulations, policies, and guidance may result in disciplinary action, up to and including dismissal.

SMBC Group’s employees are provided with training on various human rights issues, such as equal employment opportunity, diversity, bribery and corruption.

Our Clients

SMBC Group believes that it has an ethical responsibility to promote human rights by showing respect for human rights through its own behavior and by sharing its ethos with clients.

SMBC Group strives to know its clients through appropriate due diligence to minimize the risk of the SMBC Group's products and services being used for improper purposes such as the commission or facilitation of offenses, which can be associated with human rights violations. SMBC Group also seeks to avoid doing any business where such business may conflict with SMBC Group's human rights responsibilities or contribute, directly or indirectly, to the facilitation of Slavery in any way.

Our Suppliers

SMBC Group believes that it has an ethical responsibility to promote the protection of human rights through its supply chain.

SMBC Group expects all of its suppliers to comply with all applicable laws and regulations in the countries where they operate. Further, SMBC Group encourages its suppliers to meet appropriate standards related to labor practices, wages and workplace safety and other labor issues

Continuing Commitment

SMBC Group recognizes that the protection of human rights and its responsibilities thereof is an evolving area. SMBC Group is committed to an ongoing review and assessment of its business practices and an approach to human rights in light of changing global circumstances.