

Statement on Human Rights

Introduction

SMFG, as a global financial group and a signatory to 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 of Fundamental Principles and Rights at Work”, “ISO26000” and “the United Nations Guiding Principles on Business and Human Rights”. Although some part of laws and regulations may differ in countries and regions where SMFG does business, SMFG follows our policies while respecting and adhering to local laws and regulations.

Our Employees

SMFG 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. SMFG also ensures that its recruitment and career progression processes are free from any such discrimination.

It is also a guiding principle in SMFG'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 SMFG's employees are encouraged to identify and report immediately via SMFG’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.

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

Our Clients

SMFG 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.

SMFG strives to know its clients through appropriate due diligence to minimize the risk of the SMFG'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. SMFG also seeks to avoid doing any business where such business may conflict with SMFG's human rights responsibilities.

Our Suppliers

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

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

Continuing Commitment

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