

# Human rights

## 1 Human rights management

### (1) Revision of Human Rights Policy

SuMi TRUST Group's Human Rights Policy was formulated based on "Guiding Principles for Business and Human Rights," which was adopted by the United Nations Human Rights Council in June 2011. In light of increased importance of respecting human rights and the international demand for human rights issues in recent years, as well as changes in human rights issues required of financial institutions, we revised our Human Rights Policy.

Human Rights Policy

[https://www.smth.jp/english/sustainability/management/philosophy/human\\_rights\\_policy](https://www.smth.jp/english/sustainability/management/philosophy/human_rights_policy)

### (2) Identification of material human rights risks

In conjunction with the revision of SuMi TRUST Group's Human Rights Policy, we confirmed risks that our business activities could have on human rights to identify the following three as material human rights risks from the perspectives of "scope of impact" and "severity."

- Prejudice and discriminatory views, including Dowa issue
- Forced labor, child labor, and human trafficking
- Involvement in conflicts and inhumane acts

### (3) Human rights management system

Although we have established and implemented a human rights management system based on the Human Rights Policy, we discovered that a meeting of the Human Rights Due Diligence Liaison Committee was not held from fiscal 2018 to fiscal 2021, and that the identification of issues and discussions of improvement measures based on the Human Rights Due Diligence Self-checklists submitted by branches and departments were insufficient. We held the meeting in August 2022, and after reviewing the Human Rights Due Diligence Self-checklists including the period when the meetings were not held, no situation of concern was found. Reflecting on these circumstances and taking into consideration the recent increase in the importance of respect for human rights and international requirement for human rights issues, we began reviewing our human rights management system in fiscal 2022.

In fiscal 2023, the Sustainability Committee was established as an advisory body to the Executive Committee with the aim of deepening deliberations on human rights-related issues for even more effective actions.

Board of Directors	Supervise the execution status in accordance with Sustainability Policy
Risk Committee	Respond to inquiries from the Board about matters concerning high-priority issues and risks in relation to sustainability, deliberate from a professional point of view, and then report findings to the Board
Executive Committee	Pursuant to Sustainability Policy, assume responsibility for all aspects of business execution, and consult on and determine the necessary matters. In addition, propose matters that are considered important in relation to sustainability to the Board
Sustainability Promotion Committee	Conduct preliminary discussions on matters to be resolved by and reported to the Executive Committee from the perspective of promoting the Group's sustainability initiatives
Human Rights Due Diligence Liaison Committee	In accordance with Human Rights Policy, surveys the status of human rights responses at all Group companies to identify issues that need to be addressed and consults on measures for improvement Conduct a survey once a year on the status of human rights responses, using Human Rights Due Diligence Self-Checklist

### (4) Corporate responsibility to respect human rights

SuMi TRUST Group works to improve the quality of its human rights management through a PDCA cycle that is compliant with the Guiding Principles for Business and Human Rights, in order to foster a corporate culture and workplace environment that respects the basic human rights of all stakeholders, by respecting individual human rights and diverse values, while eliminating discrimination.

Human rights due diligence conducted in fiscal 2021 did not find immediate issues, and there were no situations of concern found with investees and borrowers or in the supply chain.

Commitment	Establishment of Human Rights Policy
Implementation of human rights due diligence <sup>*2</sup>	Distribute Human Rights Due Diligence Self-Check Sheet <sup>*3</sup> once a year to all Group companies, including overseas entities, to confirm human rights compliance status
Access to relief	Personnel Consultation Desk (LGBTQ Consultation Desk), Human Resources Dept., SuMi TRUST Bank Compliance Hotline, Compliance Dept.

<sup>\*2</sup> Human rights due diligence refers to a series of initiatives to identify actual or potential negative impacts on human rights, resulting from the activities of SuMi TRUST Group or related outside parties, to take measures for the prevention or mitigation of such impacts, and to continuously verify and disclose the effectiveness of such measures.

<sup>\*3</sup> A check list serves to verify the progress in each company concerned with the human rights management system, such as the status of implementation of human rights due diligence, compliance with Human Rights Policy and occurrence of human rights violations.

## 2 Protecting various human rights

### (1) Enhancing human rights education

SuMi TRUST Group recognizes that it is important for its officers and employees to enhance their understanding of human rights issues and work with a sense of ownership, and that continuing efforts are necessary. Further, we are continuously working to raise awareness of human rights issues as there is an increasing demand for addressing human rights issues faced by the investees and borrowers, and suppliers and outsourcing contractors, and consideration for human rights more than ever.

SuMi TRUST Bank has clearly defined the roles expected for each position based on the recognition of the challenges in its efforts to raise awareness of human rights and the opinions from external experts. Since fiscal 2023, it has been providing training in line with the role definition, not only for new appointees, but also for a wider range of employees, to promote initiatives with increased effectiveness.

### (2) Relief measures

SuMi TRUST Bank has established Personnel Consultation Desk (LGBTQ Consultation Desk) to respond to various consultations related to human rights and, in cases where a negative impact on a person's human rights materializes, to cooperate with the related departments to promptly take measures as needed. It is possible to consult with the Desk on an anonymous basis so that the privacy of victims is protected.