

# Global HR Management Policy



**Sumitomo Corporation** | Enriching lives and the world



# Global HR Management Policy

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# Why we established this policy



The Sumitomo Corporation Group,  
through our “Global HR Management Policy”,  
presents a vision for global human  
resources management.

With this as the foundation of all our HR initiatives,  
we will implement HR management  
to foster an environment that creates new value.

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What **we** aim for



## **SC people**

The Sumitomo Corporation Group aims to be a group of individuals “**creating new value on a global scale**, sharing SC Group’s **vision and mission**, and maintaining high aspirations and a continuous **intrinsic motivation** with Enterprising Spirit”

## **SC organization**

The Sumitomo Corporation Group aims to build a **Great Place to Work** on a global scale, where individuals continuously and passionately create new value.

We aim to be an organization recognized for nurturing talents that continuously take on new challenges throughout the world.

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## **Diversity and Inclusion**





The Sumitomo Corporation Group recognizes  
Diversity and Inclusion as  
“the core enabler for value creation,  
innovation and competitiveness”,  
eliminating any barriers, and  
pursuing the realization of our shared vision,  
by leveraging our mix of diverse wisdom.

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**How we realize this aim**



## The Mindset that Sumitomo Corporation Group values in HR management.

STRATEGY DRIVEN	To realize business growth strategy.
GEMBA ORIENTED	To be responsive to different needs in various businesses, regions, and markets, and to provide flexibility.
FAIR & OBJECTIVE	To treat and reward individuals in a fair manner, with “medium and long-term perspective” and “objectivity”.
TRANSPARENT & CONSISTENT	To continue highly transparent operations understood by individuals from different backgrounds, so we can elevate our collective understanding.
RESPONSIBLE & ACCOUNTABLE	To value individual responsibility, commitment, and accountability.
RESPECTFUL IN COMMUNICATION	To convey your own thoughts to another with respect while drawing out the other person's views so as to build a bridge of understanding.
ETHICAL & COMPLIANT	To comply with local laws, as well as governance systems and agreements.

# How we realize this aim

## 1. Talent recruitment

The Sumitomo Corporation Group continuously endeavors to be attractive to diverse talents.

In **recruitment**, we value the sharing of core values, regardless of one's background or any dimension of diversity.

## 2. Talent development and training

The Sumitomo Corporation Group values the fundamental significance of "**talent development**". We **encourage** individuals to grow proactively by continuously learning with a heightened sense of awareness.

## 3. For talent success

– Performance management –

The Sumitomo Corporation Group pursues transparent and **fair evaluation** for each contribution to organizational growth and **value enhancement**, thereby connecting the performance management process to the **growth of both individuals and organizations**.

#### 4. For talent success

– Right person in right assignment –

The Sumitomo Corporation Group draws out the full potential of individuals rich with diversity.

Through a [Talent Review](#) and [Succession Planning](#) mechanism, we deploy the [right talents to the right assignments](#) according to our business strategy.

#### 5. Fair treatment

The Sumitomo Corporation Group, while bearing in mind [Total Rewards](#), spotlights and respects different promoters of value creation and pursues fair treatment.

#### 6. Work environment and workplace culture that support talents

The Sumitomo Corporation Group provides a safe, healthy and sound work environment.

We create a workplace culture that provides [psychological safety](#) and encourages growth of individuals and [trustworthy relationships](#).

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## **Who takes responsibility for HR Management**



All members of the Sumitomo Corporation Group  
assume the ownership and responsibility to  
execute this “Global HR Management Policy”.

