

Sumitomo Mitsui Construction Group Human Rights Policy

Sumitomo Mitsui Construction Group respects human rights and strives to be a company that values people. This policy expresses our commitment to human rights based on Sumitomo Mitsui Construction Group's Charter of Corporate Behavior, reflecting our view that respect for human rights underlies all our business activities.

1. Scope of application

This policy applies to all officers and employees of Sumitomo Mitsui Construction Group. We also engage with all of our business partners, including suppliers, to seek their support and understanding for this policy.

2. Respect for international norms, Compliance with laws and regulations

We respect international norms related to human rights, such as the United Nations International Bill of Human Rights (specifically, Universal Declaration of Human Rights and International Covenants on Human Rights), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Global Compact, as well as comply with laws and regulations applicable in each country or region in which we conduct our business activities. If there is a conflict between international norms and local laws and regulations, we seek ways to respect international norms to the maximum extent possible.

3. Important human rights issues

We work to identify human rights issues related to our business activities and promote efforts to respect human rights.

4. Approaches to respect human rights

(1) Human rights due diligence

We establish a system of human rights due diligence to identify, prevent and mitigate any adverse human rights impacts which we are directly or indirectly involved through our business activities.

(2) Mitigation and remediation

If we find that our business activities or relationships have caused or contributed to an adverse human rights impact, we will strive to mitigate or remedy the situation through internal and external procedures, while establishing and operating an effective grievance mechanism.

Concerning our business partners' direct adverse human rights impact in business activities, we will ask them to respect human rights and avoid human rights abuses.

(3) Education

To ensure that this policy is understood and put into practice, we provide appropriate trainings to all officers and employees.

(4) Dialogue and consultation

We endeavor to engage in dialogue and consultation with relevant stakeholders to address potential or actual adverse human rights impacts.

(5) Information disclosure and reporting

We periodically disclose appropriate information on our efforts to respect human rights.

[Enacted] November 9, 2021

[Revised] February 1, 2024

[Attachment]

(Important Human Rights Issues)

The following are important human rights issues identified by the Sumitomo Mitsui Construction Group. These important human rights issues will be reviewed as necessary in accordance with the implementation of each project and changes in social conditions.

- Compliance with laws and regulations, bribery and corruption prevention
- Prohibition of discrimination, equality under the law
- Rigorous procurement practices (supplier management)
- Harassment and abuse
- Child labor (the right to education)
- Forced labor
- Occupational health and safety
- Working hours (the right to breaks and holidays)
- Rights of indigenous peoples and local residents
- Consumer interests (the right to safety and know, privacy management)

(As of July 5, 2023)