



Mount Besshi devastated the impact of mining operations during the Meiji era (Sumitomo Historical Archives Collection)



Mount Besshi today (Ehime)

Beliefs ingrained in our Corporate Philosophy and Our Values

– The roles of our Corporate Philosophy and Our Values –
Sharing ideals and taking action based on Sumitomo’s Business Spirit.

In 2001 at the start of the 21st century, the Sumitomo Forestry Group employed about 9,400 people across 61 Group companies, while sales totaled around ¥680 billion. Over the last 17 years since then, these figures have roughly grown two-fold to about 18,200 employees at 140 Group companies for sales of approximately ¥1,200 billion in 2018. During this time, the situation in Japan and overseas changed dramatically, so much that the meaning of the existence of corporations must be made clearer than ever before if we are to realize a sustainable society.

In order for our Group to target further business growth going forward, it is crucial that we understand the views and values of our employees in Japan and overseas who come from different backgrounds. This is where our Corporate Philosophy and Our Values serve to connect all officers and employees in the Sumitomo Forestry Group with a common approach. Moreover, society today demands an even greater sense of ethics when carrying out our business activities, which is why we further clarify our stance with the establishment of our Code of Conduct.

Our Corporate Philosophy is a guide for defining the significance of pursuing our business, while Our Values set the frame of mind that all employees should adopt. In a sense, these two internal documents provide grounding for our employees.

Our Group Corporate Philosophy clearly states how we embrace Sumitomo’s Business Spirit, through which we conduct business that is beneficial to society based on the principles of integrity and sound management. Sumitomo’s Business Spirit represents the business approach and knowledge inherited from the Sumitomo Group’s long history and passed down to each generation as the Sumitomo’s DNA.

We respect our predecessors who made history before us and aim to expand and further develop our business in a sustainable manner for the next generation by incorporating new concepts and flexibly responding to the changing times. All of our employees comprehend the essential beliefs ingrained in the words of our Corporate Philosophy and Our Values and will continue to draw upon them in their work and actions.

< Sumitomo’s Business Spirit >

The source of Sumitomo’s Business Spirit is the *Monjuin Shiigaki*, a document written by Masatomo Sumitomo that describes how a merchant should conduct business. Its precepts were later put into plain language and adopted by the Sumitomo family as key points for doing business.

Corporate Philosophy

The Sumitomo Forestry Group utilizes wood as a healthy and environmentally friendly natural resource to provide a diverse range of lifestyle-related services that contribute to the realization of a sustainable and prosperous society. All our efforts are based on Sumitomo’s Business Spirit, which places prime importance on fairness and integrity for the good of society.

■ Our Corporate Philosophy represents our company’s meaning of existence, mission, and fundamental values, and clearly states how the Sumitomo Forestry Group embraces Sumitomo’s Business Spirit.

Our Values

We provide high-quality products and services that bring joy to our customers. We create new businesses that lead to happiness for generations to come with a fresh perspective.

We promote a free and open-minded corporate culture that respects diversity.

We set and strive to achieve ambitious goals through ongoing effort.

We do work that wins us the trust of society with fair and honest conduct.

■ The Our Values are basic guidelines focused on items for each and every employee regarding how individuals should think and act.

Sumitomo Forestry Group Code of Conduct

Purpose and scope of application

Based on its Corporate Philosophy and Our Values, the Sumitomo Forestry Group shall manage its operations, including the supply chain, in accordance with this Code of Conduct.

Fair and transparent corporate activities

1. Strict adherence to laws and regulations 2. Prevention of corruption 3. Fair business transactions 4. Fair accounting procedures 5. Communication with stakeholders 6. Maintaining confidentiality 7. Information security 8. Relationships with companies we do business with 9. Protection of intellectual property rights 10. Protection of personal information 11. Responsible advertising/promotional efforts 12. Healthy relationship with the government 13. Stance on organized crime 14. Establishment of a whistleblowing mechanism

Ethical conduct

15. Avoidance of a conflict of interest 16. Prohibition of misappropriation of company assets 17. Prohibition of insider trading 18. Appropriate gift giving and entertainment 19. Prohibition of political or religious activities

A respectful, healthy workplace

20. Respect for human rights 21. Prohibition of discrimination and the promotion of diversity 22. Prohibition of forced labor and child labor 23. Freedom of association and collective bargaining rights 24. Appropriate working hours and wages 25. Work/life balance 26. Occupational health and safety 27. Human resources development 28. Prohibition of harassment 29. Protection of privacy

Business activities that respect society and the environment

30. Customer satisfaction and safety 31. Co-existence with the environment 32. Contribution to the local community

➔ Sumitomo Forestry Group Code of Conduct <http://sfc.jp/english/corporate/policies/code.html>