

Corporate Philosophy, Our Values and Code of Conduct

 **The Sumitomo Forestry Group Code of Conduct**
<https://sfc.jp/english/corporate/philosophy/code.html>

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 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 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