

Message from the Executive Officer in Charge of CSR

Contributing to the Sustainable Growth of Society by Meeting Stakeholder Expectations



The SWS Group operates in 31 countries around the world as a single corporate entity with about 230,000 employees from diverse backgrounds. We engage in business operations and promote CSR activities to address social issues based on the Sumitomo Business Spirit, Sumitomo Wiring Systems Group Basic Principles and Sumitomo Wiring Systems Group Charter of Corporate Behavior. These principles share similar intentions for contributing to the social issues described in some SDGs. As the issues surrounding our society constantly change, I believe that it is necessary to pursue CSR activities that address these social demands. It is also important to take into account all shareholder opinions to understand appropriately these social demands.

To adapt to the various environmental changes that have accompanied the expansion of our global businesses in 2020, we revised the SWS Way, our action guidelines that support our business activities. Currently, we are devoting our efforts under the keywords “professional,” “teamwork” and “challenging spirit” to ensure that the universal concept of manufacturing and human resource development cultivated over the years by the SWS Group is instilled into the corporate culture throughout the Group. Recognizing that diverse human resources constitute the world’s most rewarding and vibrant company, all our employees will work together to establish an organization that can realize what we refer to as the Three Ideals. We will also engage in CSR activities while meeting stakeholder expectations.

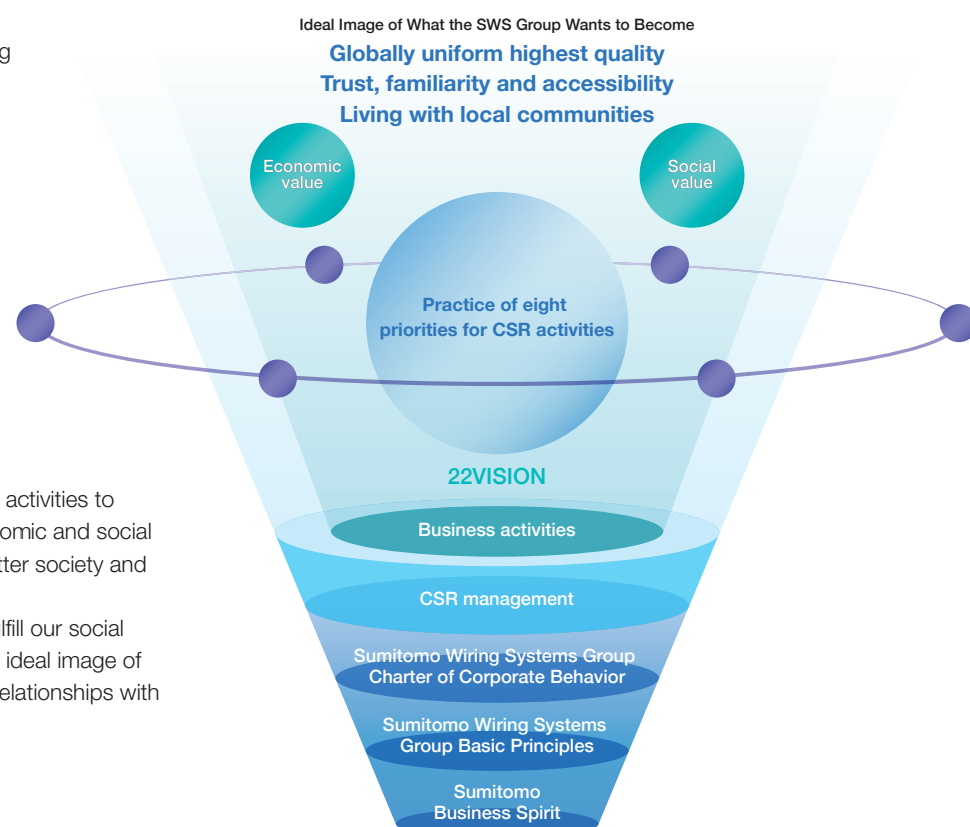
Basic Stance toward CSR Activities

The Sumitomo Business Spirit, which values social credibility and corporate ethics above all, is still strong throughout the SWS Group.

Having established the Sumitomo Business Spirit, Sumitomo Wiring Systems Group Basic Principles and Sumitomo Wiring Systems Group Charter of Corporate Behavior as our business philosophy, we are steadily promoting our CSR priorities under the CSR management of the Group as a whole while engaging with our stakeholders.

We will work through our business activities to address social issues and create economic and social value that contributes to realizing a better society and environment.

Furthermore, we will continue to fulfill our social responsibilities and strive to realize the ideal image of the SWS Group while building sound relationships with our stakeholders.



CSR of Sumitomo Wiring Systems Group

We are committed to our eight priorities for CSR activities, including areas that can serve as centers and foundations for sustainable growth, as well as our roles as better corporate citizens, which will enable the SWS Group to realize its ideal image.



Stakeholder Engagement

Recognizing suppliers as valued business partners, we promote openness, fairness, and honesty in all our transactions.

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| Issues and Requests <ul style="list-style-type: none"> Fair and honest transactions Respect for human rights | Communication Channels <ul style="list-style-type: none"> Procurement activities Supplier surveys Global Suppliers Meeting |
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We deliver products and services centered on our core business of automotive wiring harnesses to customers around the world.

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| Issues and Requests <ul style="list-style-type: none"> Providing safe, high-quality products and services Improving customer satisfaction Providing accurate, timely product information | Communication Channels <ul style="list-style-type: none"> Communication through sales activities Company websites Exhibitions |
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We conduct business under the jurisdiction of each nation's administrative agencies, which are also customers for our products and services.

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| Issues and Requests <ul style="list-style-type: none"> Complying with laws, regulations, administrative guidance, etc. Paying taxes | Communication Channels <ul style="list-style-type: none"> Communication through industry organizations Filing various notifications, responding to surveys/questionnaires |
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We strive to provide a positive and vigorous working environment characterized by mutual respect.

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| Issues and Requests <ul style="list-style-type: none"> Providing a workplace where human rights are respected Utilizing diverse human resources Creating a workplace culture that facilitates the balancing of work and family life Building capacity in alignment with career goals | Communication Channels <ul style="list-style-type: none"> Corporate intranet Group newsletters Town meetings |
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We conduct business to create an affluent society with full consideration for environmental preservation.

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| Issues and Requests <ul style="list-style-type: none"> Reducing the volume of greenhouse gas emissions Promoting energy saving and recycling Reducing the volume of waste | Communication Channels <ul style="list-style-type: none"> Compliance with environmental regulations by the government, local public entities, and other organizations Environmental conservation activities based on the PDCA cycle |
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The Group contributes to local community development as a good corporate citizen doing business in various countries.

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| Issues and Requests <ul style="list-style-type: none"> Respecting different cultures and customs, contributing to local community development Preventing accidents and disasters, paying due consideration to the environment | Communication Channels <ul style="list-style-type: none"> Community development activities by employees (both domestic and international) Plant tours, events Regional development, inheritance of traditional arts |
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CSR Promotion Structure

We are moving ahead with group-wide activities led by the CSR Committee, established in May 2010 and chaired by the director in charge of general affairs. Functions of the committee include reporting on and reviewing Group activities and providing support and guidance for future development. It also conducts public relations activities and public consultations and reflects related needs and information in action plans.

Initiatives for the SDGs

The Sustainable Development Goals (SDGs) are a set of 17 goals and 169 targets to be achieved worldwide by 2030. Incorporated into the 2030 Agenda adopted at the United Nations Sustainable Development Summit in September 2015, the SDGs require that government and nongovernment sectors (companies and individuals) in all UN member states make collaborative efforts toward achieving them from 2016 to 2030. The SWS Group will contribute to achieving them as we endeavor to address social issues through our business activities.

 Sustainable Development Goals website
<https://www.un.org/sustainabledevelopment/>

CSR Promotion System



SUSTAINABLE DEVELOPMENT GOALS



Expected SDGs



VOICE

Demonstrating Hard Work toward My Dream to Create an Opportunity to Change the World for the Better



Katsuaki Inagaki

Mr. Inagaki was born in 1992 in Mie Prefecture and joined the Group in April 2020 as a member of the Safety and Welfare Group at the Suzuka Plant. In 2014, he had his leg amputated due to an accident during work. During his stay at the hospital, he learned about the Para Athletics and started competing in 2018. At the Kanto Para Athletics Championships in 2019, he finished fourth in the 100 meters final and second in the long jump. Looking ahead, he is planning to participate in major international games.

In the midst of experiencing deep despair after my left leg had been amputated due to an accident at work, I learned about the Para Athletics when I visited the hospital to have a prosthesis made for daily use. As I was watching para athletes racing across the ground in their wheelchairs and prosthetic legs, I heard the doctor say, "You will be able to run again." Upon hearing those words, my heart raced with excitement to find out how much I would be able to do.

As fate would have it, I was able to join Sumitomo Wiring Systems at its head office in Mie Prefecture, where I was from. At work, I am responsible for preparing application forms for government agencies and system management for chemical substances. I enjoy communicating with my colleagues and appreciate the comfortable work environment. Having the members of the women's rugby team Pearls as my coworkers allows me to share information with them as athletes and fires up my motivation.

We live in a society shaped by laws and regulations that support people with disabilities, so in terms of physical access, I don't really experience daily inconveniences. On a personal level, however, I feel that people still don't know much about disabilities and prosthetic legs, despite how broadly universal design has been disseminated.

As an athlete, participating in the world's most prestigious competition and achieving great results is a major goal. I would like to show the world how hard I work and try to reach my goal despite my disability, and I hope that will help people, whether they are disabled or not, to feel more positive about their lives. I also hope that my aspirations can lead to the improved awareness and acceptance of people toward disabilities and motivate them to take action for change. In return, this will be my contribution to achieving the SDGs as an employee of the SWS Group.

Highlights of Activities

2019

June

Opening the Second Office of SWS Smile Corporation

We opened the Yokkaichi Office as the second office of our special subsidiary SWS Smile Corporation within the Yokkaichi Storing & Shipping Center of Sumitomo Wiring Systems. The office has nine employees including two support staff, who are mainly engaged in sorting molded products and dismantling electronic parts. We will continue to work on establishing a safe and secure workplace in which employees can fully demonstrate their unique character and individuality and expand the scope of their work to contribute to the business of the SWS Group.



October

Received the Mie Labor Bureau Director's Encouragement Award

The award was given to SWS West Japan, Ltd. in recognition of the company's zero industrial accident record for 11 consecutive years since 2008 and active promotion of safety campaigns based on the Occupational Health and Safety Management System (OSHMS).



November

Donated Three Million Yen to Support the Reconstruction of Areas Affected by Typhoon No. 19

We donated three million yen to the Japanese Red Cross Society to help the people and areas affected by Typhoon No. 19, which inflicted significant damage across the nation on October 12 and 13.

2020

January

Opened the Career Consultation Desk

To become the world's most rewarding and vibrant company, we opened the Career Consultation Desk to support employee career development. The desk is available for consultations to supervisors as well as employees seeking career advice.

Received the "Best Practice Award" from the Governor of Mie Prefecture for "Companies Promoting Work Style Reform in Mie Prefecture"



Our initiatives, such as setting intervals between shifts and creating a vibrant workplace, were highly appraised, and we received the "Best Practice Award" as a company that could serve as a role model.

Obtained the "Certification for Companies Employing Persons with Disabilities"

The SWS Smile Corporate obtained certification as a company that employs persons with disabilities and implements excellent efforts, such as an employment management and employment system review that considers the nature of disabilities.



April

Established the Sumitomo Wiring Systems Group Health Declaration

We established the health declaration to strengthen our initiatives for supporting the maintenance and improvement of employee health and improving productivity.

Employed the First Para Athlete for Sumitomo Wiring Systems

We employed Mr. Katsuaki Inagaki, who is expected to demonstrate great performance in the World Para Athletics Championships. Sumitomo Wiring Systems now has 11 employee athletes.