

Basic Principles of the Sumitomo Wiring Systems Group



We set the “Sumitomo Business Spirit” and “Sumitomo Wiring Systems Group Basic Principles” as our basic principles and actualize them by acting in accordance with the “Sumitomo Wiring Systems Group Charter of Corporate Behavior” and “SWS WAY.”

Basic Principles

» The Sumitomo Business Spirit

The origin of the Sumitomo Business Spirit dates back to “Monjuin Shiigaki” (the Aphorisms of Monjuin), which was written by Masatomo Sumitomo, the first-generation head of the House of Sumitomo. This corporate spirit has been handed down as the family motto throughout Sumitomo’s history. The SWS Group also positions the Sumitomo Business Spirit as its top business philosophy.

Article 1 states that Sumitomo’s business should be based first and foremost on the valuing of trust.

The first part of Article 2 clarifies that Sumitomo should pursue profit by responding quickly and appropriately to changes in society. It also emphasizes the importance of a positive, progressive spirit in continuous decision making on the adoption or abolition of business projects, without being complacent about business conditions. The latter part of the article, however, strongly admonishes us against acting rashly and carelessly in pursuit of easy gains, which refer to short-term, immediate profit and unfair profit obtained by unethical means.

Article 1

Sumitomo shall achieve prosperity based on solid foundation by placing prime importance on integrity and sound management in the conduct of its business.

Article 2

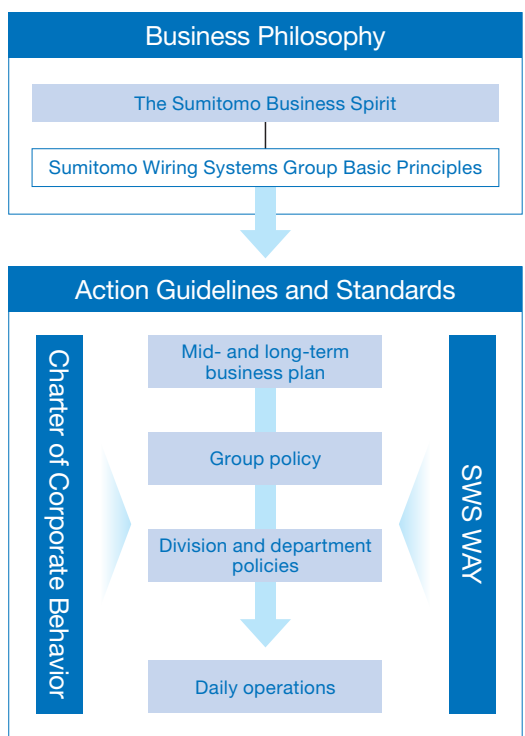
Sumitomo’s business interest must always be in harmony with public interest; Sumitomo shall adapt to good times and bad times but will not pursue immoral business.

» Sumitomo Wiring Systems Group Basic Principles

By our slogan “Connect with the Best,” we also mean to make all the connections surrounding us, along with the connecting roles that our products play, prevail over our competition in the best way. Sharing the basic principles as our common view, we will perform business with strong will and enthusiasm.

In the spirit of “Connect with the Best,” we at the SWS Group are committed to:

- Contributing to the global community through business success;
- Realizing customer satisfaction through high-standard service;
- Developing the prospective future through creation and innovation;
- Preserving corporate ethics based on integrity and trust; and
- Respecting individuality and nurturing a vigorous and prosperous corporate culture.



» Sumitomo Wiring Systems Group Charter of Corporate Behavior

Established in 2006 and revised in April 2013, the Sumitomo Wiring Systems Group Charter of Corporate Behavior defines the codes of conduct and guidelines for executives and employees. In addition to English, the Charter has been translated into Chinese, Vietnamese, Thai, Khmer, Indonesian and Portuguese and is shared by SWS Group employees worldwide as concrete rules and guidelines that are expected to be followed.

Based on the “Sumitomo Business Spirit” and “Sumitomo Wiring Systems Group Basic Principles,” the Sumitomo Wiring Systems Group shall contribute to the progress of the sustainable global community through business prosperity and continuous growth, and aim to be a business entity trusted by international society and stakeholders.

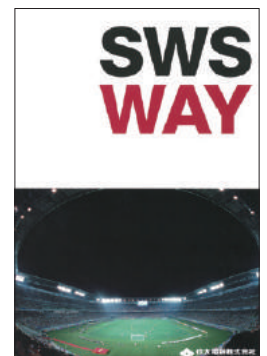
We, the executives and employees of the Sumitomo Wiring Systems Group, shall regard the “Sumitomo Wiring Systems Group Charter of Corporate Behavior” as specific rules and guidelines and conduct ourselves in accordance with the Charter to fulfill these corporate principles.

1 Provision of excellent products and services	We shall provide excellent products and services that are socially useful and safe to satisfy customers in all aspects including quality and costs.
2 Development of new, original business and products	We shall devote ourselves to developing new, original, profitable business and products by understanding the customers' needs and demonstrating our surpassing creativity.
3 Global business expansion, and growth and development of the Group	We shall always engage in business from a global point of view, and strive for continuous growth and development of the Group, fully utilizing the dynamism of our group management.
4 Consideration for global environment	We shall act in a voluntary and proactive manner for global environment preservation, and contribute to the establishment of a sustainable society.
5 Observance of laws and regulations	We shall strictly observe domestic and international laws and regulations, and always act fairly and openly.
6 Fair and appropriate business activities	We shall promote fair, transparent, free competition and legitimate trade.
7 Action with awareness as members of society	We shall act with awareness as members of society to create a better society, and make great contributions to society.
8 Harmony with international society	We shall aim to be a global company trusted by international society.
9 Establishment of pleasant working environment and cultivation of personnel	We shall protect human rights, respect individuals, make an effort to create a bright and energized working environment, and stimulate the personal growth of each individual.
10 Appropriate information disclosure and promotion of communication	We shall strive to build and develop a trusting relationship with communities through appropriate information disclosure and promotion of communication.

» SWS WAY

To propel our operations toward the same goal as our businesses expand across the globe, the SWS WAY was formulated in 2005. These action principles ensure that the “DNA” of our concept of work, as well as the approach and attitude to work handed down through our history, is shared with all SWS Group employees. The eight-page SWS WAY booklet, covering a broad range of topics in seven chapters comprising 30 sections, has been translated into 24 languages and distributed to the employees.

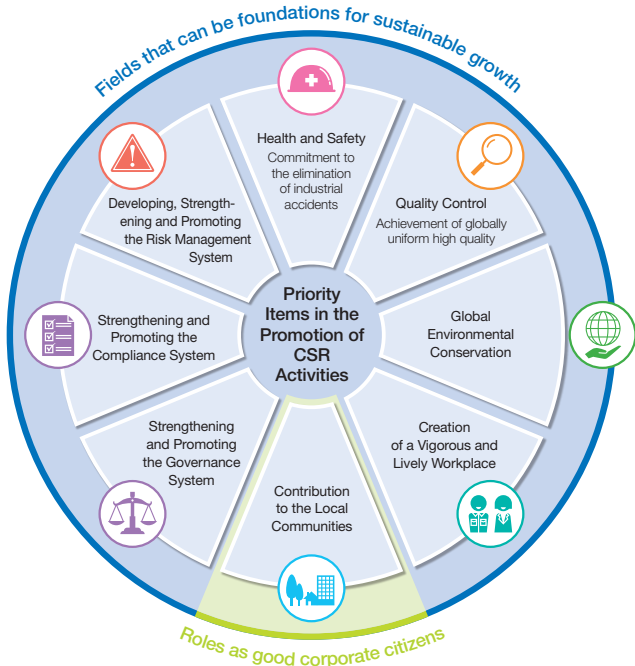
All employees will strive to deepen their understanding of its content, which encourages daily discussion about operations in regard to adherence to the SWS WAY. Moreover, it is open to different perspectives and therefore allows for the addition of new key aspects so that it can evolve.



CSR Management

» CSR of Sumitomo Wiring Systems

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.



The “ideal image” of what the SWS Group wants to become through CSR activities

Trust of stakeholders As a global corporate group

Global corporate group that offers globally common best quality

Global corporate group that is trusted by and familiar and accessible to the stakeholders

Global corporate group that is rooted in and lives with local communities

» Relationships with Stakeholders

Stakeholder	Relationship Overview	Issues and Requests	Communication Channels
Administrative agencies (central government, municipalities)	We conduct business under the jurisdiction of each nation’s administrative agencies, which are also customers for our products and services.	<ul style="list-style-type: none"> • Complying with laws, regulations, administrative guidance, etc. • Paying taxes 	<ul style="list-style-type: none"> • Communication through industry organizations • Filing various notifications, responding to surveys/questionnaires
Global environmental conservation	We conduct business to create an affluent society with full consideration for environmental preservation.	<ul style="list-style-type: none"> • Reducing the volume of greenhouse gas emissions • Promoting energy saving and recycling • Reducing the volume of waste 	<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
Customers	We deliver products and services centered on our core business of automotive wiring harnesses to customers around the world.	<ul style="list-style-type: none"> • Providing safe, high-quality products and services • Improving customer satisfaction • Providing accurate, timely product information 	<ul style="list-style-type: none"> • Communication through sales activities • Company websites • Exhibitions
Local communities, NPOs/NGOs	The Group contributes to local community development as a good corporate citizen doing business in more than 30 countries.	<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 	<ul style="list-style-type: none"> • Community development activities by employees (both domestic and international) • Plant tours, events • Regional development, inheritance of traditional arts
Employees	With about 250,000 employees world-wide, we strive to provide a positive and vigorous working environment characterized by mutual respect.	<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 	<ul style="list-style-type: none"> • Activities for promoting the development of dynamic workplaces • Group newsletters • Corporate intranet • Town meetings
Suppliers	Recognizing suppliers as valued business partners, we promote openness, fairness and honesty in all our transactions.	<ul style="list-style-type: none"> • Fair and honest transactions • Respect for human rights 	<ul style="list-style-type: none"> • Procurement activities • Supplier surveys • Global Suppliers Meeting

» 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.

