

## **Sompo Holdings revises its Group Policy for Human Rights** **Sompo Holdings mentions about its attention to LGBT as well as maintenance** **and promotion of employees' good health**

SOMPO Holdings, Inc. (Group CEO & President : Kengo Sakurada; hereinafter referred to as "SOMPO Holdings") is pleased to announce its aim of creating a society in which all stakeholders including employees can play an active role by respecting various individuals and promoting diversity.

SOMPO Group revised its Group Policy for Human Rights and clearly stated it will respect the human rights of all stakeholders including sexual minority employees such as LGBT<sup>(\*)</sup> and value chains and at the same time secure a vibrant working environment by maintaining and promoting employees' good health. Sompo Holdings will also continue to strive to consider and promote human rights, and maintain and promote employees' good health for creating the society where all stakeholders including employees can play an active role.

(\*) LGBT stands for lesbian, gay, bisexual and transgender

### **1. Revision of Group Policy for Human Rights**

In order to develop CSR efforts contributing to solving the social issues and accelerating growth across the group, Sompo Holdings has mapped out group-wide policies of: Group CSR vision, Group environmental policy, Group human and rights policy.

Sompo Holdings has revised its Group Policy for Human Rights as follows.

Date of change : October 1, 2016

Major revised contents (excerpt) : Please see the appendix for full statement of policy after this revision.

Human rights due diligence for employees

Before revision	2. Human rights due diligence for employees Human rights due diligence for employees In all facets of labour practices, we will not discriminate on the basis of gender, nationality, social status, descent or any other status. We, as a company, will respect every employee's challenging spirit and speedy action, and ensure a dynamic working environment by maintaining and promoting every employee's health
After revision	2. Human rights due diligence for employees In all facets of labour practices, we will not discriminate on the basis of <u>race, color, ethnic origin, religion, creed, nationality, birthplace, social status, descent, gender, sexual orientation, gender identity, sexual expression, pregnancy, marital status, age, disability</u>

	<p><u>or any other status.</u> We, as a company, will respect every employee’s challenging spirit and speedy action, and <u>ensure a dynamic working environment by maintaining and promoting every employee's health.</u></p>
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Human rights including value chains

Before revision	We, the Sampo Holdings Group pledge to respect human rights of all our stakeholders including our employees. We will respect the international norms of behavior, and simultaneously act with the highest ethical standards towards an inclusive, resilient, equitable and sustainable society
After revision	We, <u>the Sampo Holdings Group</u> pledge to respect <u>human rights of all our stakeholders in global markets including our group and all value chains.</u> We will respect the international norms of behavior, and simultaneously act with the highest ethical standards towards an inclusive, resilient, equitable and sustainable society

**2. Initiative to promote understanding of LGBT**

Sampo Holdings has already introduced “LGBT learning contents” in the subjects of annual CSR training for all employees across domestic group companies. Sampo Holdings plans to conduct the same training this year. Sampo Holdings also promotes a barrier free environment in response to LGBT issues by offering such means : a consultation counter for problems relating to human rights across the group, gender-free bathrooms in its Moriya and Senri training facilities respectively, and gender-free changing rooms in the clinic of its headquarters. Sampo Holdings plans to enhance network to foster an understanding of LGBT including holding a voluntary study session about LGBT for employees of the group as one of measures for increasing employees’ awareness of LGBT or LGBT allies going forward.

## Appendix

### Group Policy for Human Rights

We, the Sampo Holdings Group pledge to respect human rights of all our stakeholders in global markets including our group and all value chains. We will respect the international norms of behavior\*, and simultaneously act with the highest ethical standards towards an inclusive, resilient, equitable and sustainable society. Based on the perspectives set out below, we will address the human rights impacts of our activities while communicating with our stakeholders, establish an effective company approach and act, and continuously improve our approach and information disclose. We respect human dignity as the foundation of universal human rights

#### 1.Human rights due diligence for stakeholders

We will respect human rights of all stakeholders associated with our global business activities, including customers and suppliers. We will avoid, prevent or mitigate indirect adverse impact on human rights of our stakeholders. Should there be any abuse of human rights, we will address it promptly and adequately.

#### 2.Human rights due diligence for employees

In all facets of labour practices, we will not discriminate on the basis of race, color, ethnic origin, religion, creed, nationality, birthplace, social status, descent, gender, sexual orientation, gender identity, sexual expression, pregnancy, marital status, age, disability or any other status. We, as a company, will respect every employee's challenging spirit and speedy action, and ensure a dynamic working environment by maintaining and promoting every employee's health.

#### 3.Promotion of human rights in global markets

We will comply with the laws and regulations of the countries and regions where our business operations and value chains are based. At the same time, we will conduct our business by taking into consideration the local culture and customs, as well as the environment and society in accordance with the expectations of stakeholders, and take into account local human rights issues. We will conduct the highly transparent business and contribute toward economic and social development and creation of social values of local communities.

This policy does not necessarily replace local laws and regulations. We will actively engage in this policy while complying with local laws and regulations.

\*International norms of behavior refers to the guidelines on human rights including the Universal Declaration of Human Rights, International Covenants on Human Rights(International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights), ILO International Labor Standards, The United Nations Guiding Principles on Business and Human Rights known as "Ruggie Framework", Sustainable Development Goals, The United

Nations Global Compact, Women's Empowerment Principles(WEPs), The OECD Guidelines for Multinational Enterprises and ISO26000.