



Policy on Human Capital Management

Based on its corporate philosophy of “We are a company that values the environment, life, and people,” SNBL aims to contribute to making a society where everyone is happy. Most importantly, the bedrock of the pursuit is human resources, namely the company’s officers and employees. We must be an enterprise in which each one of its people can vibrantly shine and achieve personal development. This policy defines SNBL's principle on human resources management.

1. SNBL respects diversity, personality and individuality and strives to provide impartial opportunities for developing and maximizing one's ability. Moreover, the company impartially evaluates outcomes of individuals' ability, responsibility and creation and treats them fairly.
2. SNBL recommends and helps its officers and employees to work on personal development and improvement based on its code of conduct, namely the SNBL Guidelines of Compliance Action, internal rules that embody the guidelines and each individual’s strong sense of ethics.
3. At SNBL, diversity encompasses race, religion, disability, gender and age as well as attributes that might be less obviously evident, such as beliefs, values, physical differences, ethnicity and experience. It also means inclusion, namely individuals’ respecting and understanding one another from second- and third-person points of view. Building an organization for its people to maximize their strengths, make up for their weaknesses and thank and respect one another will enable us to continuously create innovation, promote sustainable management and fulfill our social responsibility.
4. SNBL prohibits discrimination based on gender, age, academic background, assets, race, ethnicity, language, nationality, place of birth, appearance, disability in physical or intellectual function, sexual orientation, gender identity, religious or political belief, thought, creed or other reasons, and also prohibits mental, physical, sexual and any other form of harassment for any of the reasons mentioned above. The prohibition of such discrimination and harassment is thoroughly communicated to all officers and employees. Officers and employees of SNBL are expected to respect each other and seek mutual understanding and cooperation.
5. SNBL strives to create a workplace atmosphere that is safe and hygienic for its officers, employees, business partners and other stakeholders, and provides opportunities for training and education in compliance with related laws. Further, we make ongoing efforts to provide a safe and good environment in the workplaces so that officers and employees can maintain and improve their health. Each officer and employee of SNBL understands that he/she is responsible for taking care of his/her own health and strives to stay healthy.