

Sumitomo Corporation Asia & Oceania Pte. Ltd.
Modern Slavery and Human Trafficking Statement for the FY2024

Sumitomo Corporation Asia & Oceania Pte. Ltd. (SCAO) is committed to improving its practices to prevent modern slavery including forced labour, child labour and human trafficking. This statement addresses the fiscal year 2024 (from 1 April 2024 to 31 March 2025), in compliance with the requirements of the [Modern Slavery Act 2015 of the UK](#). This statement was approved by the board of directors of SCAO on 16 September 2025.

Organisational Structure and Business

SCAO is an integrated trading and investment business with our registered office in Singapore. Our business spans diverse industries such as metal products, automotive, lease, transportation & construction systems, real estate & urban development, media and digital, lifestyle, mineral resources, energy transformation, chemical solutions, and electronics. We employ approximately 230 employees. SCAO is a wholly-owned subsidiary of Sumitomo Corporation (SC) and forms part of SC Group. SC is an integrated corporate group committed to business activities in a wide range of industries in more than 120 locations in over 60 countries and a network of over 500 group companies. For more information on SCAO's business overview, please visit the following link: <https://www.sumitomocorp.com/en/asia-oceania>

Steps taken to ensure that modern slavery including forced labour, child labour and human trafficking are not taking place in SCAO's business and supply chains

SCAO, as a member of the SC Group, shares [Sumitomo's Business Philosophy](#), which has been passed down and followed faithfully for more than 400 years since Masatomo Sumitomo (1585-1652) had founded. [SC Group's Corporate Mission Statement \(Management Principles and Activity Guidelines\)](#) is based on this philosophy and represents SC Group's fundamental and ultimate value standard. In the Corporate Mission Statement, it clearly states that SC Group respects the personality of each individual and places prime importance on integrity and sound management.

Furthermore, to achieve sustainable growth through resolving social issues, SC Group has identified "Respect human rights" as one of our "[Material Issues](#)", our medium to long term commitment toward addressing key social challenges. SC Group will continue to promote these efforts and disclose our progress.

SCAO takes its commitment to tackling modern slavery including forced labour, child labour and human trafficking very seriously. The following are the steps which we have

taken to help ensure that modern slavery including forced labour, child labour and human trafficking are not taking place in our business or supply chains:

[SC Group's Human Rights Policy](#)

SCAO respects [the “International Bill of Human Rights”](#) and [the International Labour Organization \(ILO\)’s “Declaration on Fundamental Principles and Rights at Work”](#), and we operate in accordance with [the “United Nations \(UN\) Guiding Principles on Business and Human Rights”](#).

SCAO also acts, as a member of the SC Group, in line with [SC Group’s Human Rights Policy](#). We strive to identify and to prevent or mitigate any adverse impact on human rights in our businesses. If any practice that causes or contributes to an adverse impact on human rights is identified, we will endeavour to take appropriate remedial measures. Furthermore, we will seek to improve and progress human rights measures through engagement and dialogue with relevant stakeholders, and so on.

[The SC Group’s CSR Action Guidelines for Supply Chain Management](#)

SCAO acts in accordance with the [SC Group CSR Action Guidelines for Supply Chain Management](#). Through the implementation of these guidelines, we are aiming to realise a sustainable society by working together with our suppliers, business partners and contractors, etc. to achieve responsible value chain management. As part of these guidelines, we set out the values of “Respect for human rights and not to be complicit in human rights abuses” and “Prevent forced labour, child labour and the payment of unfairly low wages”. These principles establish the overarching guidelines encompassing our commitment to preventing modern slavery including forced labour, child labour and human trafficking.

In the event that we find violations of these guidelines in our supply chains, we will urge the suppliers, business partners or contractors, etc. to remedy and improve the situation, while providing support to them as needed. However, if there are no improvements to the situation by them, we will consider carefully whether to continue our business with them or not.

[Group Governance](#)

As a member of the SC Group, SCAO is operating an optimal management system to control risks appropriately and increase the odds of achieving its business strategies for management. Specifically, we have introduced a governance framework that uses SC Group standard tool called Basic Elements to visualise the internal control status and solve issues identified through “dialogue” with SC.

The Basic Elements include “Respect for Human Rights”, “Response to workplace accidents”, “Labour Management, Health, Safety and the Environment”, and “Supplier Management”, and if there are issues, we formulate a response policy according to its business nature and regional conditions. Through regular monitoring, we will continue working to prevent modern slavery including forced labour, child labour and human trafficking in our business or supply chains through further enhancing governance considering its business nature and regional conditions.

Training

To enhance employee awareness on modern slavery and human trafficking, a mandatory e-learning module on Business and Human Rights has been assigned to all SCAO officers, employees and new joiners to help ensure continuous engagement with these critical issues.

Furthermore, SCAO utilises an American NGO Verite's free e-Learning of Supply Chain Accountability on forced labour as a useful reference material, which is one of the referred tools on ['Transparency in Supply Chains: A Practical guide' published by UK Home Office](#).

SCAO believes that eradication of modern slavery is important, and we will continue to undertake these efforts aimed at ensuring that no modern slavery or human trafficking of any form exists in our business and supply chains.

16 September 2025

Signed by:

Kwek Jin Saye
CEO for Singapore Operation
Sumitomo Corporation Asia & Oceania Pte. Ltd.