

Enhancing Awareness of Individual Rights

SMBC has implemented in its corporate principles of action concepts which state that “we will respect the individual human dignity of our clients and employees” and “we will not allow any discrimination.” Training seminars and study sessions on human rights issues and discrimination are organized for general managers of branches and departments, employees newly-appointed to management positions, and newly hired employees. Campaigns for creating slogans promoting individual human rights are also organized to motivate our employees to reflect and think about individual human rights and to come up with a slogan for the campaign.

Kansai Urban Banking is implementing measures to further enhance awareness of individual human rights by organizing human rights awareness study sessions for each regional group and inviting employees to think and come up with an individual human rights slogan. SMFG and its Group companies participate in the “United Nations Global Compact,” and also endorse and support its 10 principles in the areas of human rights, labor standards, environment and anti-corruption measures.

◆ SMBC was Named as One of the Best 25 Companies to Work in Japan in the “Great Place to Work” Ranking

In March 2011, SMBC was selected for the forth consecutive year as one of the best companies in Japan to work in the survey conducted by Great Place to Work® Institute Japan.

* Great Place to Work® Institute, Inc., incorporated in the U.S., is a survey organization which provides data for the annual list of the “100 Best Places to Work” published by Fortune magazine. The survey consists of two main sections: a survey on the internal systems and corporate culture of respondent companies, and a questionnaire survey by the employees of these companies. The employee survey carries a two-thirds weight in determining final results.



Staff Profile

◆ SMBC

March 31	2009	2010	2011
Number of employees*	23,543	25,122	25,073
Male	13,669	13,793	13,546
Percentage of total	58.06%	54.90%	54.03%
Female	9,874	11,329	11,527
Percentage of total	41.94%	45.10%	45.97%
Average age	36 yrs 9 mos.	36 yrs 2 mos.	36 yrs 5 mos.
Male	40 yrs 5 mos.	40 yrs 2 mos.	40 yrs 3 mos.
Female	31 yrs 8 mos.	31 yrs 3 mos.	31 yrs 11 mos.
Average years of service	13 yrs 10 mos.	13 yrs 3 mos.	13 yrs 5 mos.
Male	16 yrs 11 mos.	16 yrs 8 mos.	16 yrs 9 mos.
Female	9 yrs 6 mos.	9 yrs 0 mos.	9 yrs 7 mos.
Number of women in managerial positions**	456	584	766
Ratio of employees with disabilities (% of total)***	1.95%	1.90%	1.95%

* The number of full-time employees, including employees seconded to other companies and organizations. The following list of employees is deducted from the total number of employees: executive officers, employees on short-term contracts, part-time employees, employees of temporary employment agencies, and national staff at overseas branches.

** As of each March 31; job grades above assistant vice president

*** As of March 1 of the respective years

April 1	2009	2010	2011
Number of new hires	962	569	572
Number of newly employed female graduates****	388	204	188
Ratio of newly employed females to total new employees	40.3%	35.9%	32.9%

**** Includes *sogoshoku* staff and consumer service staff. Business Career Path employees are excluded.

Fiscal	2008	2009	2010
Number of employees taking parental leave	222	331	476
Men taking such leave	27	29	26
Number of career hires	136	11	6