



KYOCERA Document Solutions Australia Pty Ltd

MODERN SLAVERY STATEMENT

Financial Year April 2021 to March 2022



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Acknowledgement of country

Kyocera acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Custodians across Australia. We would like to acknowledge and pay our respects to the Elders of the past, present and future in maintaining the culture, country and their spiritual connection to the land.



Message from the Managing Director

Kyocera Document Solutions Australia Pty Ltd ('KDAU') is committed to operating responsibly and establishing and adhering to high ethical and social standards.

Kyocera Document Solutions Inc. ('KDC') and all its subsidiaries including Kyocera Document Solutions Australia Pty Ltd ('KDAU') oppose modern slavery and are committed to the rights and freedom of people. KDAU has a goal of prevention and eradication of modern slavery and modern slavery risks in all business operations and supply chains in Australia and globally. KDAU acknowledges its role and responsibility in seeking to safeguard human rights through ethical and sustainable business practices.

We are proud to be issuing our second Modern Slavery Statement which is published in accordance with s13 of the Modern Slavery Act 2018 (Cth). This statement describes Kyocera's structure, operations, supply chain, policies, risks and outlines the steps that we have taken to identify, manage and mitigate the specific risks of modern slavery in our operations and supply chains.

We are committed to continuous improvement and will build on the foundations set out in this statement to implement further initiatives to identify, assess, address, manage, prevent, mitigate, reduce and eradicate risks relating to modern slavery.

In FY21-22, we made great advancement in increasing the modern slavery awareness of all Kyocera employees by mandating training. We also continued to work in partnership with our suppliers to increase transparency in the supply chains.

The impact of COVID-19 cannot be dismissed however we have managed to perform well in this period by taking appropriate steps to minimise the pandemic's effect on our business.

We want to thank all our employees for their ongoing vigilance and to our suppliers for their cooperation and partnership as we continue to combat the risks of modern slavery.



Introduction

The Australian Government's Modern Slavery Act 2018 (Cth) (the Act) came into effect on 1 January 2019. This Act established a national modern slavery reporting requirement that requires certain entities to publish annual reports (modern slavery statements) on their actions to address modern slavery risks in their operations and supply chains. The Act aims to combat modern slavery by holding businesses and other organisations publicly accountable for their actions to address modern slavery in their global supply chains.

Being part of a global company with the philosophy of "doing what is right as a human being" as the principal criterion for business decisions, Kyocera Corporation (KC) realises the importance of responsible workplace and environment policies and practices. By showing the importance of fairness and diligent effort, it serves as a paradigm for our conduct. Kyocera practices zero tolerance for modern slavery and human trafficking across our business and supply chain.

In preparing this statement, we actively engaged and consulted with all the relevant business units. This Modern Slavery Statement was prepared by the Legal and Compliance team which operates across Kyocera Document Solutions Australia and New Zealand.

This statement was approved by the board of directors on behalf of the Reporting Entity for the Reporting Period at the board meeting held on 23/08/2022.

Business operations and structure

KDAU is the Australian and New Zealand sales and marketing subsidiary of Kyocera Document Solutions Inc, which is the document solutions division of Kyocera Corporation, a global corporation operating in a range of business fields with its headquarters in Japan. KDAU's main business is the supply of leading-edge printers, multifunction devices (MFDs) together with consumables, accessories and software associated with these products and an increasing portfolio of content management and ICT services for Australian businesses. KDAU have been supporting businesses for more than 30 years. Since 1989, our local team has been providing innovative print technology and document solutions that turn information into knowledge.

KDAU is renowned for its innovation and leadership in reducing Total Cost of Ownership (TCO) and minimising the impact of printers and MFDs on the environment through its unique ECOSYS technology and its successful recycling programs. By offering a total document solution, we are committed to contributing to the business growth and competitive advantage of our customers. More details on KDC and its functions is available in its Corporate Profile.

KDAU has its headquarters at 1 Epping Road, North Ryde NSW 2113 and have branches in New South Wales (NSW), Queensland (QLD), South Australia (SA), Victoria (VIC), Western Australia (WA) and New Zealand (NZ). KDC manufacturing plants are located in Japan, China and Vietnam. KDAU has an annual turnover of approximately \$100 million and do not own or control any other entities that have any active presence in the Australian market.



Our workforce

We have a workforce of approximately 213 people across KDAU (11 based in NZD). More than 96% of our employees are permanent and only 4% are casual or contractors. Our workforce is comprised of experienced and skilled staff that is subject to the strong legislative frameworks of Australia & New Zealand which in turns lowers the risk of modern slavery in our operations.

Strong oversight of our management team allows us to screen, onboard and oversee staff in a manner that prevents modern slavery. Staff are required to comply with our Code of Ethics and other practices and policies which ensure they act professionally and ethically. Employees have access to our grievance system where they may raise complaints or issues (anonymously if preferred).



Our supply chain

KDAU is committed to ensuring good labour practice along its entire supply chain. We define our supply chain from the sourcing of the raw materials to the design, engineering, manufacturing and recycling of our products to logistics, warehousing, sales, distribution and support functions, including customer support and technical services.

Various channels are used to deliver our products and services, namely through direct employees, authorised dealers, resellers and agents extending the coverage to all regional areas of Australia and New Zealand and to the pacific islands (please ask Mark or Peter for specific islands)

KC supports the United Nations Sustainable Development Goals including 'Goal 8 – decent work and economic growth' which includes the commitment to work to eradicate the many forms of modern slavery that exist. KDC owns and operates its own factories according to the Kyocera Philosophy and in line with the principles of the UN Global Compact on Human Rights. KDC support the aims of the United Nations Global Compact which sets forth 10 principles related to issues including human rights, labour, environment, and anti-corruption. It has adopted the Kyocera CSR Guidelines as its code of conduct for

business activities throughout the Group, which includes to respect the human rights of employees and to eliminate slavery and human trafficking. Kyocera Group has a zero-tolerance policy on modern slavery. This provides a high level of confidence that there are no human rights violations at the manufacturing stage of the largest part of KDAU's supply chain. KDAU has a long history of working with a carefully selected group of business partners to provide its services and associated products to its customers.

KDAU engages with suppliers from a diverse range of industries to ensure we support our business and operations. The categories of services and products our supplier can be divided into are:

- Kyocera manufactured hardware
- Kyocera developed software
- Third party hardware and software
- Facilities and property
- Professional services contractors
- Corporate services to support the operations of Kyocera including IT, telecommunications, financial and legal services from specialised providers



Risks of modern slavery practices in supply chain and operations

Kyocera acknowledges that modern slavery can occur in every industry and sector and that it has severe consequences. Therefore, we are committed to take steps to identify, assess and address modern slavery risks. Kyocera's risk management framework which is aligned with AS ISO 31000:2018, governs how we identify and respond to risks including modern slavery.

During the current Reporting Period, KDAU has considered and assessed the modern slavery risks that it may possibly cause, contribute and/or be directly linked to via its operations and supply chains. We have considered relevant risk indicators such as sector and industry, geographic, entity and product & service risks in our risk scoping exercise. As a result of the risk analysis exercise potential risks identified are:

A. Overseas Procurement of Materials

There are a range of raw materials used in our products and the highest risk of modern slavery and human trafficking lies in this stage where KDC relies on third party suppliers of the materials and components contained in its products. In particular, the Democratic Republic of the Congo is the world's leading source of cobalt, accounting for more than 60% of global production. Large-scale mines with foreign investment

exist alongside locally run micro-mining operations and small-scale mines. While they play an important socio-economic role, human rights violations such as child labor have become an issue. Considering this situation, there has been a growing movement to investigate cobalt supply chains and eliminate the use of cobalt from problematic sources. As a result, Kyocera Group has used the Cobalt Reporting Template (CRT) established by the RMI to conduct surveys of its cobalt smelters since 2019.

B. Cleaning and Security Suppliers

The commercial cleaning and security industry continue to be recognised as a high risk for modern slavery in Australia. This is driven mainly by the complexity of their contracting relationship and nature of work, which is relatively low skilled, low wage and labour intensive. It is also possible that the ongoing impacts of the COVID-19 pandemic are making them more susceptible to risk, due to an increased demand for cleaning services which could translate to longer working hours and other health and safety risks.



C. KDAU's Supply Chain Risks

The risks of Modern Slavery in KDAU's direct business operations and supply chain in Australia are low and there are no known vulnerabilities.

The products and services delivered through our business partners are delivered by skilled people working under Australian and New Zealand labour laws. KDAU has worked with most of these partners over a long period of time and is very familiar with their operations through day-to-day commercial activities. In FY 21-22 KDAU has conducted a modern slavery risk assessment of our existing suppliers deemed to be critical. The 22 suppliers assessed were selected based on spend with these suppliers. We reviewed our suppliers' modern slavery policies procedures & practices, supply chain management, employment conditions and grievance mechanisms

The findings of this review were:

- Our largest product supplier is our parent company, KDC, who manufactures the majority of the products we on-sell. KDC operates factories in countries which pose a high risk of modern slavery (such as China, Vietnam and Japan). KDC is aware of the geographic risks associated with the production sites located in medium to higher risk countries in the Global Slavery Index. Additionally, KDC recognises products risks that mining of minerals in conflict areas may violate labour rights during the mining process. KDC has implemented broad range of controls to mitigate their modern slavery risks.

- Our largest logistics supplier is part of a large global network of companies which operate in areas such as Southeast Asia, Europe, and the Middle East. Some areas in which this company operates have a higher risk of modern slavery occurring. The supplier mitigates this risk by implementing and adhering to comprehensive practices and codes of conduct.
- All our other suppliers operate locally in Australia and New Zealand, in industries which present a low risk of modern slavery. Majority of the suppliers assessed had policies and procedures or other controls to combat risks of modern slavery. KDAU consider these suppliers to be of low risk for modern slavery related issues.

D. Operational Risks – Kyocera's Workforce

KDAU directly employs more than 200 people in Australia and New Zealand, in accordance with an employment contract and under legislative instruments. Our HR and Legal team are committed to ensure we meet all employment obligations. This is achieved by conducting reviews & audits and by quickly remedying any issues identified. We have a centralised payroll system which monitors work hours and deductions for ANZ employees. We consider operational risks with KDAU to be inherently low due to its geographical location.



Actions taken to address modern slavery risks

KDAU has implemented and/or is supported by the following processes, policies & procedures and practices to assess and address any potential and identified Modern Slavery risks.

A. Corporate Policies and Procedures

A major element in our modern slavery strategy is our strong corporate governance and management oversight, most readily evidenced by the policies and procedures with which our stakeholders are required to comply. These policies and procedures help us embed our anti-slavery principles in our company and ensure we mitigate modern slavery risks in a reliable manner across our supply chains and operations. Internal policies and procedures to minimise the risk of any forms of slavery in our business are:

- KDAU has published a Modern Slavery Prevention Policy and made this available to all staff via our intranet. The policy aims to detail the concept and identification of modern slavery, our obligations as a company and aims to implement the framework to ensure that KDAU personnel are aware of their responsibilities. This policy explains what modern slavery is and implements a process for employees to report any

suspected modern slavery risk. This policy also establishes the auditing process for risks of modern slavery and the procedure for our annual reporting under the Modern Slavery Act 2018 (Cth).

- When starting a new business relationship, KDC provides the new suppliers with the Kyocera Document Solutions Supply Chain CSR Procurement Guideline. It is ensured that new suppliers understand the concepts concerning CSR of Kyocera Document Solutions and check the status of their own CSR promotion. If there are any inadequate items, suppliers are requested to improve the items in question. Approximately 740 major suppliers in Japan, China, and Vietnam have submitted their written consent to this guideline as proof of their agreement and support for our efforts toward socially responsible procurement. Kyocera Document Solutions Supply Chain CSR Procurement Guideline covers areas such as: labor & modern slavery, health & safety, environmental, ethics, responsible sourcing of minerals, business continuity plan and management systems.



- Aside from compliance with the laws of individual countries, KC implements measures in accordance with the United Nation’s Universal Declaration of Human Rights, the Fundamental Human Rights Convention by the International Labor Organization (ILO) and other international conventions. KC has joined the United Nations Global Compact, a global platform setting out 10 fundamental principles relating to human rights, labor, environment, and prevention of corruption, out of agreement with the main purport of the Compact. Kyocera’s Human Rights Policy expressly prohibits any form of forced labor; child labor; employment discrimination based on gender, age, religion, ideology, nationality, physical characteristics or disabilities; sexual harassment; and abuses of authority in the workplace. KC is striving to develop a more comfortable work environment that enhances employee motivation through open communication with labor organizations and regular workplace communications.
- Kyocera’s Labor related Code of Conduct outlines our commitment to providing a health and safe workplace that encourages respect, diversity and fairness, is free from discrimination, harassment and bullying and complies with all human rights laws. This code of conduct applies to all workers, including temporary employees, migrant workers, students, contracted employees, directly hired employees and all other working capacities. Labor standards include information on: free selection of jobs, labor by minors, working hours, remuneration and benefits, humane treatment, elimination or discrimination and freedom of association.
- Our Conflict Mineral Policy states not to purchase conflict minerals which may serve as funding sources for armed groups committing human rights violations in the Democratic Republic of the Congo and its adjoining countries (DRC Countries), or materials and products using metals made from such conflict minerals. To ensure responsible procurement of minerals, KC has formulated the Kyocera Group Conflict Minerals Regulations.
- KDC Purchasing Policy regards suppliers as necessary and indispensable partners, with specialized knowledge and technology. In addition, we aim to be a good partner for our suppliers. We pursue co-existence and mutual prosperity with our suppliers, based on fairness and the spirit of the “benefit to improve oneself for the benefit of others” derived from the Kyocera Philosophy. When selecting suppliers, we request them to comply with the following principles, on the premise that they understand our basic policy:
 1. Compliance with laws and social norms
 2. Providing and improving technological capabilities
 3. Efforts to preserve the environment
 4. Sound business management



5. Ensuring quality that meets the needs of customers
 6. Offering price reductions
 7. Ensuring stable supply
- Kyocera Corporation and all its subsidiaries acts in accordance with the Kyocera Philosophy which is the foundation of our management. The Kyocera Philosophy is a corporate philosophy that is rooted in the real-life experiences and empirical rules of the founder of the Kyocera Group, Kazuo Inamori, and emphasizes the significance of commitment to fair management and operation, while upholding “doing what is right as a human being” as the principal criterion for business decisions. We distribute the Kyocera Philosophy Handbook to all employees, to encourage them to learn the Kyocera Philosophy and act responsibly and ethically as members of the company. In this way, we strive to ensure that employees learn and practice the Kyocera Philosophy by utilizing these guidelines whenever they have an opportunity.
 - KDAU’s Code of Ethics outlines our values and commitments for areas concerning labour, health & safety, environment, and ethics. KDAU expects its people, supplier and business partners commit to the same standard to reduce the risk of modern slavery practices.
 - KDAU is committed to fostering a culture of ethical behaviour. We believe that every employee should have the

chance to speak up when they see conduct not aligned to our corporate values. Our Whistleblower Policy established the mechanism by which employees and external stakeholders can freely (and anonymously, if desired) report conduct that goes against the values and philosophy of KDAU. This includes any concerns regarding modern slavery in our operations and supply chain. All complaints are investigated in a fair and objective manner, including the involvement of external parties where appropriate.

- KDAU Anti-Corruption Policy supports and supplements KDAU’s Whistleblower Policy and Code of Ethics and is designed to promote and reinforce KDAU’s culture and commitment to lawful and ethical behaviour.
- In addition to the above KDAU has several employment related policies which are relevant to addressing labour standard and expectations in its operations.

B. Supply Chain Management

To fulfill our social responsibilities in areas such as human rights, labor conditions, and environmental protection, KC works together with our business associates and suppliers to promote shared CSR activities.

We established the Kyocera Supply Chain CSR Procurement Guideline to appropriately handle CSR issues through our supply chain, including developing a Business Continuity



Plan (BCP) for conflict minerals and swift business restoration and continuation in the case of disaster situations.

We survey the CSR activity efforts of our business partners based on this guideline, and we conduct annual surveys that also include our overseas business partners. These surveys relate to human rights, labor rights, environmental conservation, health and safety, fair trade, ethics, quality, safety, BCP, and information security.

KC designates suppliers that account for approximately 80% of the Group's purchasing transactions for the previous fiscal year as "key suppliers" and asks them to respond to a Kyocera Supply Chain CSR Survey. We put out a request to all suppliers to implement improvements with the ultimate goal of eliminating risk.

All suppliers responded that they were able to make improvements. The same survey, with the same goal, will be carried out again in FY2022. Suppliers participating in the survey include those attending supplier conventions, those providing essential materials for Kyocera products, those involved in significant transactions, and those that are irreplaceable.

In recent years, many companies have taken an ESG (Environmental, Social, and Governance) approach when evaluating CSR activities. We compile all survey responses in keeping with this approach. If survey responses indicate that a supplier is not implementing improvements effectively, representatives from Kyocera visit the supplier to discuss solutions as part

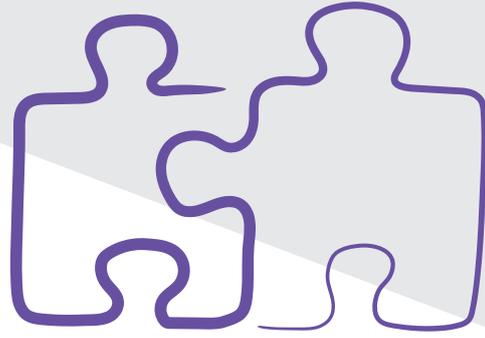
of a continuing dialogue.

We use various communication means to engage in dialogue with our suppliers. If we do not observe sufficient understanding or a clear intention to make improvements as a result of said dialogue, we will conduct an audit by visiting once a year.

Based on Kyocera's policy of not purchasing materials or products that use conflict minerals or any metals derived from them, KC has been responding to the conflict mineral regulations since 2013. We conduct surveys for our business partners using the Conflict Minerals Reporting Template (CMRT) prepared by the Responsible Minerals Initiative (RMI), an international organization dealing with conflict mineral issues.

KC regularly holds supplier seminars and social gatherings with business associates to help them to understand better the management and business policies of the Group and request their further cooperation with our activities. The FY2020 event was held in February with attendance of 296 people from 238 companies. Unfortunately, the FY2021 event was not held due to Covid-19.

In addition to the supply chain management efforts at the global level domestically KDAU has also assessed its existing supplier deemed to be at the greater risk of having modern slavery in its operations and supply chain. Modern Slavery Questionnaires was sent to 22 key suppliers and their response was carefully considered. These key suppliers operate across a range of



industries. To date, no non-compliance with the Act has been identified.

In addition to the above work in relation to existing suppliers, in 2020-2021 KDAU strengthened its procurement activities in order to ensure that all new business partners and suppliers comply with applicable modern slavery requirements, we have commenced an initiative to include in our contracts with all suppliers and channel partners obligations to address modern slavery issues, any breach of which will entitle us to terminate the relevant contract. This is done so that suppliers fully understand the risks of modern slavery and their obligations to avoid it and assist KDAU in meeting its objectives.

During this period, we undertook a rollout of this change to our contracting requirements.

C. Training and Capacity Building

We aim to ensure that our employees and suppliers receive adequate training to understand the risks of modern slavery and identify possible causes. To help drive this, KDAU developed an online training module which raises awareness and helps our employees understand modern slavery and what actions they can take should modern slavery be discovered.

In addition to the modern slavery training a suite of other relevant courses such as Whistleblower and Kyocera Philosophy are also developed on our eLearning platform.

These training modules are mandatory for all KDAU employees. As part of the training

for some courses, employees are required to pass a quiz showing they have understood the concepts.

KC is also continually engaging in awareness initiatives in ensuring our suppliers conform with Supply Chain CSR Procurement Guideline. The CSR Committee also provides education and training to Kyocera Group companies about rules and policies related to conflict minerals, thereby ensuring that the entire Group responds to the issue of conflict minerals appropriately.

Starting in 2011, Kyocera Group has designated May as "Morality Month" and promotes measures to prevent harassment and discrimination during this time. Activities include educating all employees on the prohibition of harassment and discrimination and publishing a harassment prevention handbook on the company intranet. In addition, we are striving to create a workplace environment where harassment and discrimination do not occur by conducting training for managers that includes case studies, discussions, knowledge online learning.

D. Participation in International Initiatives

We have joined the following international initiatives and promoted sustainable activities:

- United Nations Global Impact (UNGC): UNGC presents the 10 universal principles in the areas of human rights, labor, environment and anti-corruption and requires companies all over the world to support and practice. KC has taken part in UNGC since September 2011.



- **Responsible Business Alliance (RBA):**
We have joined the RBA since December 2021. RBA consists of approximately 190 companies including the world's electronics manufacturers and the leading suppliers and aims at an improvement of sustainability in the area of environment, safety, ethics, and management systems in global supply chains. Kyocera will continue to work toward a more sustainable society in accordance with RBA's standardized code of conduct and will involve suppliers in its continuous improvement efforts toward more sustainable supply chains globally.
- **Responsible Minerals Initiative (RMI):**
We have joined the RMI since August 2021. RMI leads the initiatives on responsible mineral procurement and over 400 companies or organizations from more than 10 industries all over the world have taken part in it. RMI provides Kyocera tools and resources to

make sourcing decisions that improve regulatory compliance and support responsible sourcing of minerals from conflict-affected and high-risk areas.

E. Governance & Management System

To uphold our Management Rationale and achieve our sustainable development goals (SDGs), KC holds twice-yearly meetings of its Corporate Social Responsibility (CSR) Committee, chaired by our president and attended by executive officers and other top leaders.

KC CSR Committee identifies top priorities for the Kyocera Group to address. Enforcing Human Rights and removing any modern slavery risks in our supply chain is considered as a priority issue by the CSR committee and efforts and initiatives are being planned to continuously improve our position.





Assessing the effectiveness of our actions

Kyocera defines the effectiveness of our modern slavery actions as the success of our business to prevent, identify and mitigate the risk of modern slavery in our operations and supply chain. We are responsible for the continuous improvement of our processes and actions taken to address modern slavery risks within our supply chain, acknowledging this is an on-going process. The ways in which we measure effectiveness are listed below. Insights gathered from these measures inform our modern slavery strategy and future activities.

Governance:

- Regularly review our overall modern slavery approach and report to executive team for any improvements.
- Mandatory on-line training for all KDAU employees, which addresses modern slavery risks.
- Review of existing policies and procedures to ensure it aligns with the recommended practices relating to mitigation of modern slavery risks whether it is in operations or supply chains. Compliance with policies is monitored through internal audits and any patterns of non-compliance, is recorded and rectified.
- KC monitors the priority issues and the efforts conducted for them during CSR Committee meetings.

Risk Management:

- Monitoring the number and range of suppliers who have been issued and have completed the modern slavery questionnaire.
- In relation to the Questionnaire responses, KDAU will continue to monitor, track and analyse the responses. Where necessary, follow-up communication and requests are sent to the relevant suppliers.
- Monitoring the percentage of new contracts with business partners and suppliers with obligations for modern slavery.
- Results from KC CSR survey is monitored to ensure compliance with KC CSR guidelines.

Grievance Mechanism:

- Monitoring frequency and trends of whistleblowing reports. During this reporting period, we did not identify any potential modern slavery risks from the incidents raised via our whistleblowing channels.

Consultation and collaboration process

Kyocera has developed a company-wide approach to managing and mitigating the risks of modern slavery. Senior members of KDAU's executive team were consulted while developing this modern slavery statement. KDAU does not own or control any other entities and provides this Statement as a single reporting entity, pursuant to section 13 of the Modern Slavery Act 2018 (Cth).



Responding to COVID-19

As the COVID-19 pandemic continued in 2021, Kyocera's focus has remained on protecting the health, safety and wellbeing of our employees, their families, and the communities in which we operate. We are proud of the commitment and professionalism of all our staff in the face of pandemic. This has enabled our operations to continue smoothly and meet the need of our customers.

Throughout the COVID-19 pandemic our approach has been in line with the Australian federal and local authorities. KDAU centralised COVID-19 Management Plan and other state based CovidSafe Plans were developed and implemented. Various strategies were implemented to ensure the safety and wellbeing of our employees. Kyocera office-based employees were able to transition to remote working arrangements. KDAU also continued to source goods and services with minimal delays, predominantly through our existing suppliers, who have remained resilient.

As at the date of this Statement, we are not aware of COVID-19 having caused any identified additional modern slavery risks in our operations and/or supply chain.



Future priorities

As we continue to mature in our response to modern slavery risks, we remain focussed and committed on continuous improvement across our supply chain and operations. We are determined to engage with internal and external stakeholders and experts to advance our response to modern slavery. Our previous actions have laid a solid platform for further improvements in our approach and systems. As part of this journey our future priorities include:

- Improve Employee Engagement and Training:
 1. Review our current modern slavery learning module and update the module to include additional information and interactive content. New modern slavery training to be scheduled for all staff to empower them to identify potential risks.
 2. Develop and implement a KDAU anti-corruption eLearning module to increase employee awareness.
 3. Ensure that trainings like modern slavery and whistleblower are continued to be part of the employee induction process.
- KDAU will continue to refine its risk assessment methodology for categorising suppliers as high, medium or low risks and also criteria for modern slavery to be included in KDAU Vendor Request Form.
- Extend our supply chain review to include additional suppliers that were not in the initial scope. Cleaning and security suppliers to be included in scope for next KDAU modern slavery supplier review.
- Review our existing supplier evaluation/ re-evaluation process and include weightages around international certifications and sustainability.
- KDAU will continue to review and audit its existing policies, procedures and practices to ensure they align with the best practices.
- KDAU to improve its local suite of employment policies by developing local policies around diversity & inclusion, workplace gender equality and equal opportunity.
- KDAU to ensure the initiative around contracts is continued and all new contracts with business partners and suppliers includes obligations to address modern slavery issues.
- Promote our Grievance mechanisms in KDAU via posters and intranet.
- Key stakeholders to attend relevant modern slavery webinars and/or workshops to identify best practices and assess and where necessary implement similar measure to improve the current framework.
- Undertaking a review of other industry initiatives, we would consider joining locally in Australia.

Table of conformity to legislative requirements

The table below links the sections of the Statement that specifically address the mandatory content required under the Modern Slavery Act.

Australian Modern Slavery Act mandatory reporting criteria	KDAU Response Section
Identify the reporting entity	Reporting Entity Introduction
Describe the reporting entity's structure, operations and supply chains of the reporting entity and any entities it owns or controls	Business Operation And Structure Our Workforce Our Supply Chain
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Risks Of Modern Slavery Practices In Supply Chain And Operations
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Actions Taken To Address Modern Slavery Risks
Describe how the reporting entity assesses the effectiveness of these actions	Assessing The Effectiveness Of Our Actions
Describe the process of consultation with any entities the reporting entity owns or controls	Consultation And Collaboration Process
Provide any other relevant information	Responding To Covid-19 Future Priorities

Approval

This Modern Slavery Statement for April 2021 – March 2022 is approved by the Board of Directors of KYOCERA Document Solutions Australia Pty Ltd (ABN 77 003 852 444):



MOTOHIRO SATO
Managing Director
Kyocera Document Solutions Australia Pty Ltd

Date: 31/08/2022



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