



KYOCERA Document Solutions Australia Pty Ltd

MODERN SLAVERY STATEMENT

Financial Year April 2023 – March 2024
(ABN 77 003 852 444)



Contents

MESSAGE FROM THE DIRECTOR	Page 2
BUSINESS OPERATIONS AND STRUCTURE	Page 3
OUR WORKFORCE	
OUR SUPPLY CHAIN	Page 4
RISKS OF MODERN SLAVERY PRACTICES IN SUPPLY	Page 6
ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS	Page 7
ASSESSING THE EFFECTIVENESS OF OUR ACTIONS	Page 13
CONSULTATION PROCESS	Page 15
FUTURE PRIORITIES	Page 16
TABLE OF CONFORMITY TO LEGISLATIVE REQUIREMENTS	Page 17
APPROVAL	Page 17

Acknowledgement of country

Kyocera acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.



Message from the Managing Director

Kyocera Document Solutions Australia Pty Ltd ('KDAU') is committed to being 'The Company to be proud of' and this has been our company slogan since FY23. This extends to our commitment on the topic of modern slavery. KDAU strives to be a company to be proud of in our commitment and actions to operate responsibly and ethically to high standard, not just in the industry we play in but to any standard globally.

As a global company guided by the founding principle of "doing what is right as a human being" in all business decisions, we understand the critical importance of responsible workplace and environmental practices.

Deeply rooted in this said philosophy, Kyocera Document Solutions Inc. ('KDC') and all its subsidiaries including Kyocera Document Solutions Australia Pty Ltd ('KDAU') oppose modern slavery and are committed to safeguarding human rights through ethical and sustainable business practices.

We are proud to be issuing our fourth 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.

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.

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 ('KC'), a global corporation operating in a range of business fields with its headquarters in Japan. More details on KDC and its functions is available in its [Corporate Profile](#). KDAU's main business is the supply of leading-edge printers, multifunction devices (MFDs), inkjet production printing systems, together with consumables, accessories and software associated with these products and an increasing portfolio of content management and ICT services for Australian businesses. Operating since 1989, KDAU has been supporting businesses with 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 Kyocera's unique 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.

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 does not own or control any other entities that have any active presence in the Australian market.



Our workforce

We have a workforce of over 200 people across KDAU (around 15 based in NZ). More than 97% of our employees are permanent and only 3% are casual or contractors. Our workforce is comprised of experienced and skilled staff, subject to the strong legislative frameworks of Australia & New Zealand which in turns lowers the risk of modern slavery in our operations.

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 regional areas of Australia and New Zealand and to the Pacific Islands (including Fiji, Vanuatu, New Caledonia, Papua New Guinea, Samoa, Cook Islands, Tonga and Solomon 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. 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. KC 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 and can be categorised as follows:

- 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

KDAU 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. Our 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 accordance with the Kyocera Group's "Responsible Mineral Sourcing Policy", KDC investigates its supply chain to assess the presence of risks such as conflicts and human rights violations associated with minerals, including gold, tin, tantalum, tungsten, cobalt, and natural mica.

KDC works on risk mitigation, corrective

actions, and enhancing supply chain transparency.

Surveys are conducted with its business partners, using the "Conflict Minerals Reporting Template" developed by the Responsible Minerals Initiative (RMI*), an international organisation dedicated to addressing responsible mineral sourcing issues. Starting from the fiscal year 2022, KDC have expanded its scope by utilizing the newly issued "Extended Material Reporting Template" by RMI, enabling KDC to cover a wider range of minerals and business partners.

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.

The cleaning and security suppliers who were included in the risk assessment varied in their measures to mitigate modern slavery risk due to the varying size and capacity and corporate structures of their businesses. Through the due diligence process, no major concerns of modern slavery risks were identified and believe that the continuing efforts to assess them as suppliers each year and raising awareness of modern slavery risk is valuable to mitigate

potential risk of modern slavery in these suppliers' operations.

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 23-24 KDAU has conducted a modern slavery risk assessment of our existing suppliers deemed to be critical and important. KDAU was able to obtain 34 Modern Slavery Questionnaires from its suppliers this Reporting Period. We reviewed our suppliers' Modern Slavery Questionnaires which gave insight and visibility to their existing policies procedures & practices, supply chain management, employment conditions and grievance mechanisms.

Each Questionnaire was assessed against refined risk assessment methodology for categorising suppliers as high, medium or low risk in the context of modern slavery risk.

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 and for those reasons, KDC was categorised as a low risk supplier.

- 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.
- Most 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. Our HR is committed to ensure we meet all employment obligations. 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 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: labour & modern slavery, health & safety, environmental conservation, fair trade and ethics including responsible sourcing of minerals, business continuity plan and management systems.



- Aside from compliance with the laws of individual countries, KC established a “Kyocera Group Responsible Business Conduct Guideline” to appropriately address important CSR issues throughout the supply chain, including responsible mineral procurement, respect for human rights. Kyocera Group Responsible Business Conduct Guidelines can be found [here](#).
 - Kyocera Group pursues a form of management that has screened for priority issues for sustainability, identifying supply chain management as one such priority issue. In addition, the Group reviews and assesses sustainability activities across the supply chain and carries out CSR evaluations in pursuit of remedial action. The Group pays particular attention to due diligence concerning human rights in an effort to establish an understanding of where activities are in addressing human rights across the supply chain in accordance with the Kyocera Group Human Rights Policy which expressly prohibits any form of forced labour; child labour; 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 labour organizations and regular workplace communications.
 - Kyocera’s Labour 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, labour by minors, working hours, remuneration and benefits, humane treatment, elimination or discrimination and freedom of association.
- KC’s [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, KDC request them to comply with the following principles:

- * Compliance with laws and social norms
 - * Providing and improving technological capabilities
 - * Efforts to preserve the environment
 - * Sound business management
 - * Ensuring quality that meets the needs of customers
 - * Offering price reductions
 - * 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.
 - An Equal Employment Opportunity Policy was put in place this reporting period by KDAU to promote a workplace where every individual is offered equal access to training, promotion, appointment or any other employment related issues without regard to any factor not related to their competency and ability to perform their duties.



B. Supply Chain Management

KDC believes that by all companies involved in the entire business process, including development, production, sales, and services, cooperating to meet the demands of society, mutual prosperity of the entire supply chain can be achieved. KDC is committed to building partnerships based on mutual trust by actively communicating with our business partners.

They announced the “Partnership Building Declaration” in May 2023 with the aim of establishing new partnerships through collaboration and coexistence with our business partners in the supply chain and value-creating entities.

KDC established the “Kyocera Document Solutions Supply Chain CSR Procurement Guidelines” (hereinafter referred to as the “Guidelines”), with which it obtained the consent and agreement of its business partners regarding the initiatives outlined in the Guidelines. Additionally, based on these Guidelines, KDC conducts annual surveys on the progress of its business partners’ CSR activities, including human rights and labor, safety and health, environment, ethics, and management systems, including those with our overseas business partners.

KDC also identified important suppliers as key suppliers, focusing on business partners who supply critical raw materials or account for a significant portion of purchasing volume, aiming for approximately 80% of the total purchase amount. KDC request their cooperation in responding to the “Kyocera Document Solutions Supply Chain

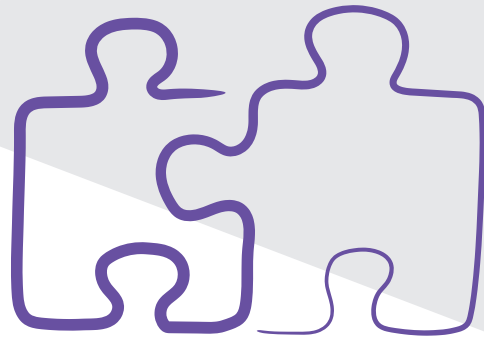
CSR Survey Form” (hereinafter referred to as the “Survey Form”) to conduct surveys on their CSR activities. In 2022, KDC requested surveys from approximately 380 business partners, including overseas locations. For business partners where there are areas of inadequate efforts identified, KDC provide feedback on the survey results and request improvements, including explaining the requirements using the guidelines.

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 completed by 34 key suppliers and their response was carefully considered. These key suppliers operate across a range of industries. To date, no non compliance issues or high risk factors have been identified.

In addition to the above work in relation to existing suppliers, KDAU has strengthened its procurement activities by imposing contractual obligations to all suppliers and channel partners to adhere to our Code of Ethics which address modern slavery risks, 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.

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 and part of employee induction program. As part of the training for some courses, employees are required to pass a quiz showing they have understood the concepts.

Modern Slavery and whistleblower training continue to be part of the employee induction process.

Key stakeholders have attended modern slavery webinars to identify best practices and where necessary implement similar measure to improve the current framework. Some of these webinars have been on the role of technology in tackling modern slavery, discussing modern slavery risks in ICT supply chains and sessions on navigating ESG ethics.

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, KC 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, KC is 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

KC 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): KDC 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):** KDC 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

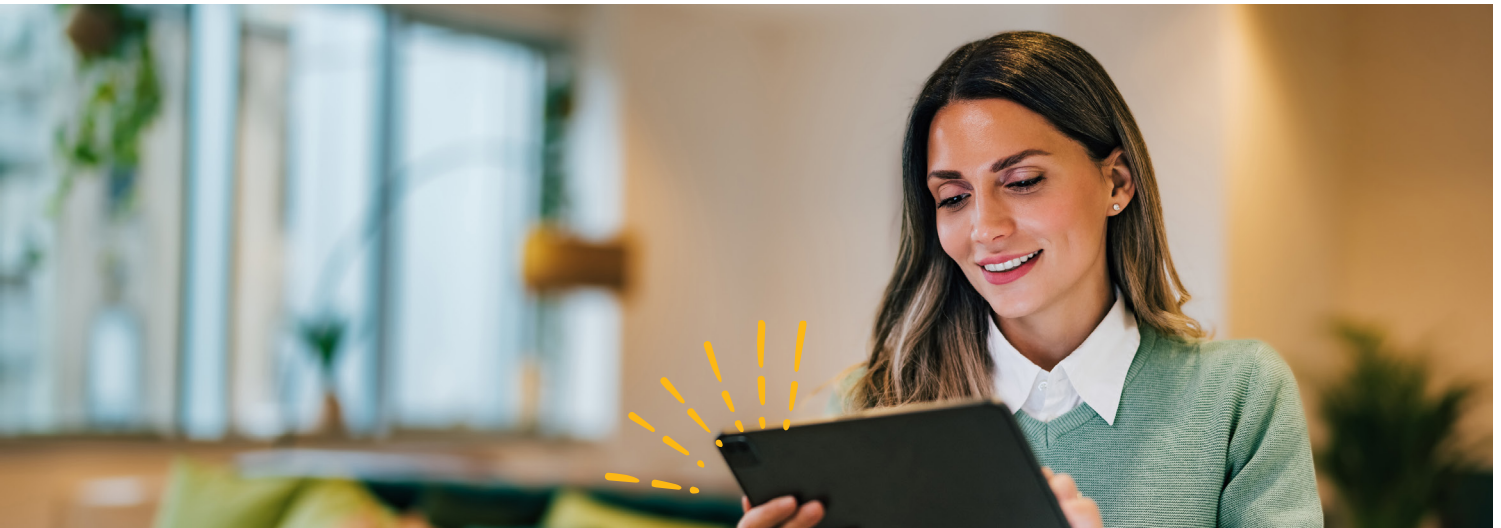
To uphold our Management Rationale and to achieve our sustainable development goals (SDGs), KC holds half-yearly meetings of its Corporate Social Responsibility (CSR) Committee, chaired by our president and attended by executive officers and other top leaders. KC CSR Committee identifies top priorities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

F. Summary of Actions Taken by KDAU

The following table summarises the actions KDAU have taken since our first report in FY20:

Reporting Year	Scope	Outcome
1 April 2020 to 31 March 2021	<ul style="list-style-type: none"> • KDAU implemented a KDAU Code of Ethics for all of our business partners to address all relevant ethical and best practice standards. 	<ul style="list-style-type: none"> • The Code of Ethics requires our business partners to evaluate their own supply chains to reduce risk of modern slavery practices.
1 April 2021 to 31 March 2022	<ul style="list-style-type: none"> • KDAU assessed its existing supplier deemed to be at the greater risk of having modern slavery in its operations and supply chain. 	<ul style="list-style-type: none"> • Modern Slavery Questionnaires was sent to 22 key suppliers and their response was carefully considered. No non-compliance with the Act was identified

Reporting Year	Scope	Outcome
1 April 2021 to 31 March 2022	<ul style="list-style-type: none"> KDAU strengthened its procurement activities to ensure that all new business partners and suppliers comply with applicable modern slavery requirements. KDAU 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. 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 	<ul style="list-style-type: none"> 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. These training modules are mandatory for all KDAU employees.
1 April 2022 to 31 March 2023	<ul style="list-style-type: none"> KDAU put in place Anti-Corruption Policy this reporting year, which 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. KDAU conducted a modern slavery risk assessment of our existing suppliers deemed to be critical and important. Compared to 22 suppliers assessed in the previous reporting year based on spend, KDAU extended the supply chain review to include additional suppliers that were not in the scope in previous years by reassessing the threshold and risk profile of suppliers and broadening the scope to categories beyond just transactional spend volume with these suppliers. An information session on directors and officeholders' duties to management team of KDAU was conducted with modern slavery risks touched on as part of the materials. KDAU reviewed its modern slavery learning module and updated it to include additional information and interactive content to further empower our staff to identify potential risks of modern slavery. KDAU also developed and implemented an anti-corruption eLearning module to increase employee awareness on anticorruption and associated whistleblower regime. 	<ul style="list-style-type: none"> KDAU was able to obtain 39 Modern Slavery Questionnaires from its suppliers this Reporting Period. Each Questionnaire was assessed against refined risk assessment methodology for categorising suppliers as high, medium or low risk in the context of modern slavery risk. No non-compliance with the Act was identified The management team have gained better understanding of modern slavery risks and our obligations as directors and officeholders around ESG. We recognise that regular refresher training to raise awareness and understanding of modern slavery risk is important. Updated training module was rolled out to all staff as a refresher mandatory training through our eLearning platform. Modern Slavery and whistleblower training continue to be part of the employee induction process
1 April 2023 to 31 March 2024	<ul style="list-style-type: none"> KDAU continued its due diligence in conducting a modern slavery risk assessment of our existing suppliers deemed to be critical and important. An Equal Employment Opportunity Policy was put in place this reporting period by KDAU to promote a workplace where every individual is offered equal access to training, promotion, appointment or any other employment related issues without regard to any factor not related to their competency and ability to perform their duties. 	<ul style="list-style-type: none"> KDAU was able to obtain 34 Modern Slavery Questionnaires from its suppliers this Reporting Period. No non-compliance with the Act was identified



Assessing the effectiveness of our actions

KDAU 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.

A. 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.

B. Risk Management:

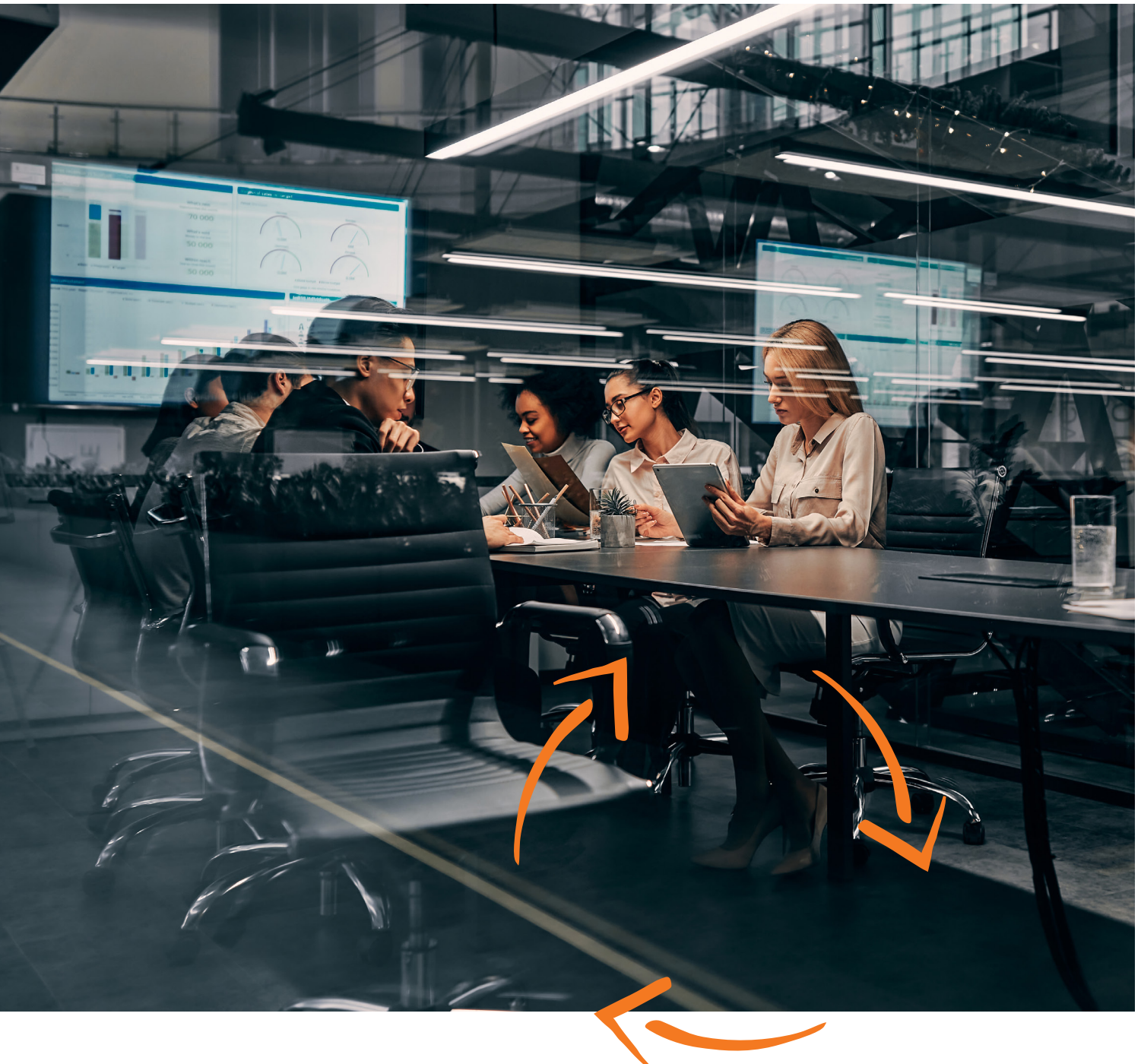
- Monitoring the number and range of suppliers who have been issued and have completed the modern slavery questionnaire.
- In relation to the Questionnaire responses, KDAU will continue to monitor, track and analyse the responses. Where necessary, follow-up communication and requests are sent to the 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.

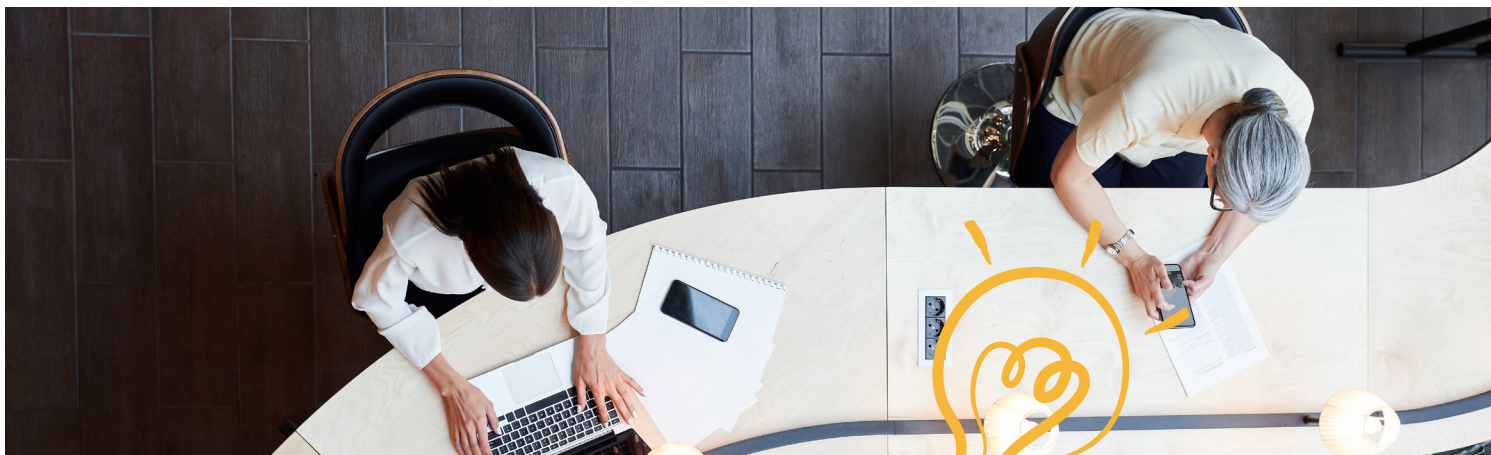
C. Grievance Mechanism:

- 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 process

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).





Future priorities

As we continue to mature in our response to modern slavery risks, KDAU remains focused 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:

- Evaluate our supplier data across KDAU to ensure that we have a good understanding of the risks in our supply chain and can effectively target our risk management activities
- Refine our controls, including supplier assessments and potential audits, on the basis of the information provided by our suppliers
- Ensure that trainings like modern slavery and whistleblower are continued to be part of the employee induction process.
- Even if no modern slavery incident is identified in any given reporting period, it is important to prepare and have a plan on how we would respond if there was one. As such, KDAU will be looking to create a remediation plan that allows our company to respond quickly and efficiently to any violations.
- KDAU will continue to review and audit its existing policies, procedures and practices to ensure they align with the best practices.
- 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 easy access on intranet and awareness initiatives.
- Looking at collaborative efforts with KDC to align focus and efforts on this topic of modern slavery.

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	Title page
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 process
Provide any other relevant information	Future priorities

Approval

This Modern Slavery Statement for April 2023 – March 2024 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: 18/09/2024



KYOCERA Document Solutions Australia
Ph: 13 59 62
www.kyoceradocumentsolutions.com.au

KYOCERA Document Solutions New Zealand
Ph: 0800 459 623
www.kyoceradocumentsolutions.co.nz

