



KONICA MINOLTA

KONICA MINOLTA AUSTRALIA

Modern Slavery Statement 2021

Acknowledgement

Konica Minolta acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we live. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Giving Shape to Ideas



This statement, pursuant to the Australian Modern Slavery Act 2018 (Cth), sets out the actions taken by Konica Minolta Business Solutions Australia to address modern slavery risks in our business and supply chain for the fiscal year ending 31 March 2021 and will be reviewed and updated annually.

This statement has been prepared and produced pursuant to section 13 of the Modern Slavery Act 2018 (Cth) and covers Konica Minolta Business Solutions Australia as a single reporting entity.

Konica Minolta Business Solutions Australia advocates for the eradication of all forms of Modern Slavery and played a role in the introduction of the Modern Slavery Act 2018 (Cth), in Australia through evidence given to the Joint Standing Committee on Foreign Affairs, Defence and Trade Inquiry into establishing a Modern Slavery Act in Australia. Since 2016, Konica Minolta Business Solutions Australia has been a thought leader and advocate in Australia for action by business to address modern slavery.

Konica Minolta Business Solutions Australia's program of work began in 2015, with the launch of its Human Rights Position Statement, Ethical Sourcing Roadmap, and its Supplier Code of Conduct in 2016.

What is Modern Slavery?

Modern slavery refers to a range of acts which are serious crimes and grave forms of human rights abuses. It includes slavery, servitude, forced labour, deceptive recruiting for labour or services, forced marriage, debt bondage, trafficking in persons, and the worst forms of child labour.

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“ As a company that conducts business globally, we can influence respect and protection of humans. ”



Konica Minolta globally is committed to contributing to a more sustainable world. At the same time, we recognise that many are working in deplorable conditions, working for little or no remuneration, under threat of violence or without basic human rights, and now with COVID-19 face even more significant risks. Walk Free Foundation’s 2018 Global Slavery Index estimated that G20 member nations, which accounted for 80 percent of the world’s Gross Domestic Product, collectively imported \$354 billion worth of products in categories at risk of modern slavery. The categories include laptops, computers and mobile phones, apparel and accessories, fish, cocoa and timber. These are products many people in Australia and around the globe buy or consume each day.

Konica Minolta believes that by treating people fairly, with dignity and respect and supporting them to achieve their purpose, we can realise a more sustainable society free from modern slavery. We are doing this by taking steps to ensure human rights are respected throughout our supply chain and our operations. We view our suppliers as indispensable to the success of our business and our goal of realising a sustainable society. Therefore, we work with suppliers from raw materials to those we contract for production and distribution services undertaking human rights assessments and promoting improvements in labour conditions, ethics, health, safety, and protection of the environment.

In Australia, we have taken steps to eliminate all forms of discrimination and harassment, protect the privacy of our clients and our people, respect diversity, and promote inclusion. We also continue to implement human rights due diligence mechanisms to identify modern slavery risks and develop remediation strategies, provide training and education, and continue to collaborate with and seek advice from experts to help improve the effectiveness of our efforts.

Modern slavery is a complex issue that requires a genuine commitment and a coordinated response from businesses, government, and society to solve. The Modern Slavery Act 2018 (Cth) brings greater awareness and responsibility to Australian companies to actively investigate their operations and supply chains, which we hope will lead to much-needed change and improve working conditions for many.

By delivering on the commitments we have made in this Modern Slavery Statement and pursuing year on year improvements, we hope to drive more responsible business practices and protect people’s rights to be treated fairly, with dignity and respect.

Yohei Konaka, Chair and Managing Director, Konica Minolta Business Solutions Australia

ABOUT KONICA MINOLTA

Konica Minolta Business Solutions Australia Pty Ltd, also known as 'Konica Minolta Business Solutions Australia' (referred to in this Statement as "Konica Minolta Australia"), ABN: 50 001 065 096, the reporting entity, is a wholly owned subsidiary of Konica Minolta Inc, operating in Australia.

Konica Minolta Australia provides multifunction printers, digital print presses, industrial print products, 3D printers, robotics, and enterprise content management. We work with organisations large and small to improve productivity, reduce costs, increase security, and achieve sustainability outcomes. Service delivery and ongoing customer support pertaining to our devices and software solutions form a significant part of our business and operations.

At the end of our financial reporting period to 31 March 2021 the annual turnover of the Company was AUD\$195million.

Our structure, operations, and supply chain

Konica Minolta Australia's headquarters is in the Macquarie Park Business District in Sydney, NSW. We have a total of 7 offices, with two in Sydney, and one each in Melbourne, Brisbane, Canberra, Adelaide, and Perth with 500 employees.

Our products and services are sold through direct employees, authorised resellers, and accredited representatives. We have over 70 authorised dealers which cover regional Australia and dealers operating in the South Pacific, in Fiji, Papua New Guinea, Solomon Islands, New Caledonia and Vanuatu.

Our operations are mainly in Australia, however, during the 2020 reporting period we began outsourcing our customer service call centre to the Philippines through our local supplier company. In 2021 we commenced operations in New Zealand.

We identify 3 broad categories within our supply chain:

- 1. Our offices, operations, and service providers** – logistics and warehousing, cleaning, professional services, offshore customer support call centre
- 2. Goods and services we sell** – KMI manufactured products and 3rd party products, including 3D printers and wide format printers
- 3. Goods we do not sell** – brand-affiliated merchandise, uniforms





Our parent company, KMI, manufactures most of the products we sell with factories in China and Malaysia. In addition, we sell other third-party products, including wide-format printing, 3D printing and robotic devices and associated accessories, manufactured in the USA, Denmark, Japan, Malaysia, China, and Hong Kong.

Additionally, Konica Minolta Australia partners with several software providers to deliver software solutions for our clients, from locations including Australia, the USA, and the Czech Republic. Whilst not presenting a known high risk for modern slavery, we recognise the hidden nature of risk regarding labour exploitation and the existing risks of outsourcing labour globally, particularly concerning geography and local contexts. Accordingly, we will schedule future engagements with our key software solutions partners with respect to building a shared understanding of and commitment to the protection and promotion of human rights in business through our supply chains.

Konica Minolta Inc.

Our parent company, Konica Minolta Inc. (referred to in this Statement as “KMI”), is a multi-corporate enterprise of worldwide operating subsidiaries and affiliates with just over 40,000 employees, with its headquarters in Tokyo, Japan.

KMI is engaged in the development, manufacturing and sale of multi-functional peripherals, printers, equipment for production printing systems and graphic arts; inkjet printheads and textile printers for industrial use; related consumables and solution services; equipment for healthcare systems, measuring instruments for industrial and healthcare applications; the development, manufacturing and sale of electronic materials (including TAC films); lighting source panels; functional films and optical products.

For more details about the corporate structure and business areas of KMI visit the website here: <http://www.konicaminolta.com/about/corporate/index.html>

UNDERSTANDING THE RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

In line with the UN Guiding Principles on Business and Human Rights, we conduct an ongoing human rights due diligence process to identify the risks of modern slavery within our operations and supply chains. We recognise that the 'risks of modern slavery' means the potential for Konica Minolta Australia to cause, contribute to, or be directly linked to modern slavery through its operations and supply chains. This is the risk that our business may be involved, either directly or indirectly, in modern slavery. Importantly, when assessing this risk, we recognise that the emphasis is on the risk of harm posed to the people within our operations and supply chains.

Following a high level overview and assessment of our supply chains, using a wide variety of sources of information, including by reference to the Global Slavery Index, the International Labour Organisation, the US Bureau of International Labor Affairs List of Goods Produced by Child Labor or Forced Labor, the Business and Human Rights Resource Centre as well as guidance from the Responsible Business Alliance, Sedex and FRDM, our ethical supply chain partners, we have identified the following risk areas:

- **Conflict minerals** – these are minerals which are mined in conditions of armed conflict and human rights abuses, which are sold or traded by armed groups. The mining of the mineral resources for tungsten, columbite-tantalite, gold, and cassiterite in the Democratic Republic of the Congo or adjoining countries can end up fuelling conflict. Associated with this are the risks of the worst forms of child labour, forced labour and slavery with respect to the mining itself and the associated operations. Whilst our Company or our parent company are not directly involved in the mining of these raw materials, noting that 19 countries are identified as using forced labour in the extraction of the 7 main minerals used in electronics manufacturing (gold, tin, tungsten, cobalt, copper, iron, and tantalum), we recognise the risk this presents further upstream in our supply chains.
- **Electronics manufacturing** – there is a documented risk of forced labour in the electronics industry in Malaysia, where some of our goods are produced, associated with migrant labour, concerning deceptive contracting, withholding of identity documents and excessive recruitment fees.

- **Logistics** – given the nature of work in this sector, there are inherent risks of worker vulnerability and labour exploitation, which is significant to our local business and operations.
- **Cotton** – the uniforms of our employees are made of cotton, an industry which is well-known to have child labour and forced labour involved in the preparation of the raw materials further upstream in the supply chain.
- **Electronics** – there are risks of forced labour and child labour associated with the manufacturing of electronic goods in Malaysia and China, where some of our products are made as well as products which we procure for our business operations.
- **Cleaning & security** - given the nature of work in this sector, there are inherent risks of worker vulnerability and labour exploitation, which is significant to our local business and operations.
- **Outsourcing & sub-contracting** - any area of work in which there is less visibility over the contractual arrangements may create a heightened risk of vulnerability for the workers involved. Whilst the risks of exploitation might not rise to the level of modern slavery, we recognise that modern slavery is at the extreme end of a spectrum, which has substandard working conditions and other forms of labour exploitation along the continuum.



Human Rights Due Diligence

The UN Guiding Principles on Business and Human Rights provide that Human Rights Due Diligence is a process of identifying and addressing the human rights impacts of a business enterprise across its operations and products, and throughout its supplier and business partner networks. It includes assessments of internal procedures and systems and external engagement with groups potentially affected by its operations as well as ensuring effective avenues exist to address problems when they arise.

Coronavirus (COVID-19) had a significant impact on our operations and the rollout of some of our ethical sourcing program initiatives. Combined with the loss of a full-time ethical sourcing manager with human rights expertise during 2020, we have changed the delivery timeframes for projects designed to embed ethical sourcing practices into our business operations.

Ethical Sourcing in the COVID Environment

Towards the end of the 2020 reporting period, integrating ethical sourcing with procurement of PPE was a key consideration. We identified PPE as an additional area of risk for modern slavery with a heightened significance in the COVID environment. Significant concerns exist around the Uyghur community, in

China's Xinjiang region, being in forced labour camps, as well as forced labour in Malaysia associated with the manufacture of masks and gloves. We worked with other industry bodies to share insights and better understand the risks and how to mitigate risk in this area.

We have continued to draw from the Commonwealth Government's Guidance note on COVID-19 as well as attended seminars facilitated by the UN Global Compact, or others to better understand how the global pandemic is increasing the vulnerability of workers in global supply chains and potentially increasing the risks of modern slavery. In the short term, we were able to direct expenditure on PPE to an Indigenous-owned business.

Our supplier engagement has continued in an online environment, and we have broadened the scope of requests for information to cover the work health and safety issues arising out of the global pandemic.



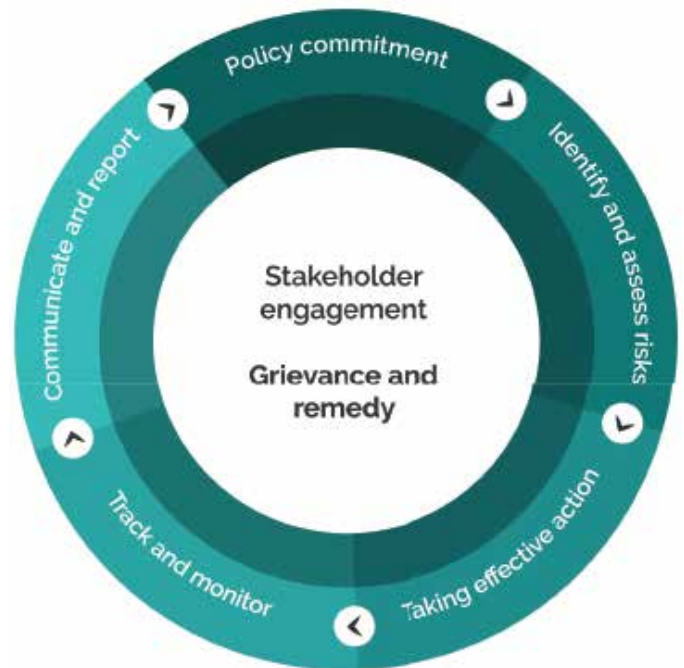
ACTIONS KONICA MINOLTA AUSTRALIA HAS TAKEN TO IDENTIFY AND ADDRESS RISKS OF MODERN SLAVERY

Konica Minolta's Commitment to Human Rights

Our Human Rights Position Statement first published in December 2016 sets out Konica Minolta Australia's commitment and approach to the mainstreaming and implementation of human rights across our business, which are aligned with the Sustainable Development Goals as well as key internationally recognised human rights laws and standards. We deliver on this commitment in three key areas:

- 1. Our People** - by respecting and promoting the human rights of our employees, such as through the launch of our Gender Equality Strategy in December 2016, our Parental Leave Policy, and the implementation of progressive policies, such as Domestic and Family Violence Support and our Indigenous procurement strategies.
- 2. Our Customers** – by engaging with human rights in our value chain through the launch and implementation of our Ethical Sourcing Roadmap and our Supplier Code of Conduct and playing an advocacy role by regularly engaging our customers in discussions around ethical procurement and modern slavery risks. During 2020 we also made available our expertise to assist them with their own operations.
- 3. Our Community** – by supporting human rights through our non-profit partners, business, and human rights networks and in pursuing our vision of being a business leader in human rights in Australia and the region.

We have developed a human rights due diligence process, in line with the UN Guiding Principles on Business and Human Rights as follows, which we aim to develop and improve over time:



Overview of Konica Minolta Australia's Ethical Sourcing Program

Konica Minolta Australia takes the protection of human rights seriously, working to cascade global practice from our parent company in our value-chain by acting to embed ethical sourcing. Our Ethical Sourcing Program is a whole of supply chain initiative which sits across the business and which we are committed to embedding and improving over time.

In recognition of the complex nature of modern slavery in global supply chains and the need for collaboration and deep engagement from industry, Konica Minolta Australia has played a leading role in publicly calling for the introduction of this legislation and sharing our journey with other business leaders and with government to drive action by those within our sphere of influence and as part of business readiness for this new reporting regime.

We have championed a human-rights based approach to doing business and sought to align our program of work with international human rights standards and best practice, recognising that by building a solid foundation, we can strive for continuous improvement over time, with the protection of the rights and well-being of people within our operations and supply chains as our guiding vision.



Konica Minolta Australia Ethical Sourcing Implementation

Konica Minolta has taken many steps towards achieving practical outcomes from our Ethical Sourcing Program. The aim of this implementation is to gain greater visibility of our stock and non-stock procurement, and to integrate ethical sourcing practices more broadly into these areas going forward.

Modern Slavery is a multifaceted issue that requires a multifaceted approach. At Konica Minolta, our Ethical Sourcing Team has put into place the following workstreams in our targeted approach to Ethical Sourcing;

1. Supply Chain Mapping and Spend Analysis
2. Supplier Engagement
3. Modern Slavery Risk Assessment
4. Employee Engagement and Training
5. Embedding Ethical Sourcing in our Business Processes
6. Modern Slavery Act Compliance and Reporting
7. Thought Leadership and Advocacy: Driving Collaboration and Best Practice

Supply Chain Mapping and Spend Analysis

We conduct ongoing reviews of our supply chain through analysis of data and engagement with our category managers who are responsible for procurement throughout the business.

Supplier Engagement

Konica Minolta engages directly with our suppliers to identify and manage issues and risk and ensure adequate remedy.

Other ways we engage with suppliers include phone interviews and site visits to better understand their business and operations and speak to workers in an informal way, as well as the following programs and initiatives.

- Ethical Sourcing Workshop – In August 2020, we held a workshop with Sedex for key suppliers and our employees, as well as other interested businesses in the Macquarie Park Business District where our headquarters are located.

Feedback following the event from suppliers, our employees as well as other businesses and professionals working in this field demonstrated a high level of interest and engagement as well as knowledge transfer and capacity building achieved because of the workshop. These workshops are aimed at building capacity and engagement by suppliers with our sourcing program, and we have more planned for the future.

- Supplier Code of Conduct – We have rolled out our updated Supplier Code of Conduct and invited key suppliers to sign on and we will continue to do so. The introduction of our new vendor onboarding process was delayed till mid 2021, all new suppliers will automatically be required to review and acknowledge this Code of Conduct.

- Modern Slavery Contract Clauses and tender processes – Konica Minolta first introduced an Ethical Sourcing contract clause with a key supplier in 2018, making a commitment to roll this out with new suppliers and contracts upon renewal.

- New Vendor onboarding System – We have developed a new vendor onboarding system for the business using a software solution which integrates automation of accounts payable processes with ethical sourcing, social procurement, and Modern Slavery Act compliance, with a corresponding risk assessment framework and ethical sourcing guidelines for employees to be launched in early 2022. All new suppliers will be required to acknowledge our Supplier Code of Conduct through the new onboarding process and provide us with information on where the goods or services they provide to us are sourced from. Due to the impacts of COVID-19 on our business and the resulting reduced staff working hours, the launch of this process, which was due to occur during our reporting period, was delayed.

- Access to Remedy and Worker Voice – we engage closely with civil society and maintain a network of external stakeholders that we can call upon for guidance or referrals as part of our ongoing program management. We had engaged with the Cleaning Accountability Framework and championed engagement with their accreditation process to our property owners at our headquarters in Macquarie Park, which we will continue to advocate for going forward.

- We have a dedicated ethical sourcing program email address ethical.supply@konicaminolta.com.au through which matters concerning the program and/or our Supplier code of conduct can be raised directly with Konica Minolta Australia, and appears on our website.

- We also have an externally managed independent whistleblower hotline, which is available for use by suppliers and their employees.

Modern Slavery Risk Assessment

We have conducted an overall human rights due diligence risk assessment of our supply chains based on:

- Sector and industry risks
- Products and services risks
- Geographic risks
- Entity (supplier) risks
- Labour indicators

This due diligence guides our work with internal and external stakeholders, including the following two platforms that we work with to gain greater insights into the risks within our supply chain.

Working with FRDM - FRDM is an enterprise-grade risk SaaS platform, designed to identify and quantify the inherent risks of human rights abuses across the complete supply chain, providing end-to-end risk optics from raw material/ primary inputs to finished products/services, product industries, geographies, and suppliers. FRDM segments and stratifies risk for each supplier based on the associated industry, country of manufacturing/service delivery origin, purchases and entity risks, segmenting all suppliers providing transparency on salience and proximity of risk to return a list of priority (highest risk) suppliers with whom oversight, and compliance efforts should be prioritised. FRDM also directly supports victims of modern slavery through partial diversion of its profits to a charity, Made in a Free World.

Konica Minolta has been working with FRDM since 2019. In the previous reporting period, we conducted a pilot data analysis of our purchase data for 34 of our suppliers, which were selected for analysis based on our desktop analysis of inherent industry risks. FRDM assisted us in identifying areas of high risk within the supply chains of 19 of the 34. These suppliers were primarily of office IT products, which have an inherent risk due to the countries from which raw materials are sourced. For this reporting period, we worked on streamlining and improve our data systems to optimise our ability to gain visibility of the risks beyond tier one of our supply chains, and to expand our analysis beyond the initial pilot round, to obtain greater visibility of the breadth of our supply chains and across various categories.

We uploaded spend data for over 500 of our local and international suppliers to the FRDM Platform. The data was used to generate a picture of the possible point of origin for raw materials and intermediary components that went into the final product and measure the risk associated at every tier of the supply chain.

We are currently updating the database to include current active suppliers and complete gaps in supplier data.

Working with Sedex - Sedex is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. We have been a supplier (B) member of Sedex since 2013, engaging with our customers through that platform on responsible business and ethical supply chains. In late 2018, we became an A+B member of Sedex, to use the Sedex Advance Ethical Data Exchange platform as both a supplier and customer, to better understand and manage the risks in our supply chains. In 2021 we reverted to a supplier (B) membership to focus our efforts on the FRDM platform.

High risk areas identified through SAQ responses which indicate potential risks to workers in our supply chains will warrant further enquiries of the supplier. From our pilot supplier engagement conducted during the reporting period, following analysis of the responses received, no high-risk areas were identified, however, where such areas are identified through future assessments, a response plan would be developed. What this demonstrates is that the risks of modern slavery are found beyond the first tier of our supply chains, and where there are inherent industry risks within the first tier, these can be mitigated by suppliers having appropriate policies and processes in place to address these risks.

Our pilot engagements with Sedex and FRDM have demonstrated the significant shifts that need to occur in the business environment to enable businesses to assess and manage risks with respect to modern slavery. Our pilot engagements with Sedex and FRDM have demonstrated the significant shifts that need to occur in the business environment to enable businesses to assess and manage risks with respect to modern slavery. Driving strategic supplier engagement is critical, which includes building data systems and cross-functional reporting structures that can facilitate such engagement. Furthermore, the level of engagement received from existing suppliers in response to new requests for information sharing is often a function of their own pre-existing of commitment to ethical sourcing and/or the size of the entity. Recognising the significant burden that this might present for smaller businesses, Konica Minolta is committed to working with and supporting our suppliers to build their own capacity and engagement with these requirements over time.

Employee Engagement & Training

We regularly communicate with our employees in Australia and New Zealand about modern slavery and why Konica Minolta is committed to eradicating modern slavery through our ethical sourcing program. We do this through employee newsletters, a new Ethical Sourcing portal on the company intranet, regular program updates on a dedicated intranet site, quarterly town halls, or other internal events, as well as through engagement with category managers and staff. Our training covers an introduction to modern slavery, Konica Minolta's Program and commitment, indicators of risk and expected actions. Training occurs as part of company-wide Inductions for onboarding new employees, as well as with category managers and in one-on-one tailored sessions. An online training module for all employees was made available during the reporting period in 2021, along with the guidance provided in the company's Ethical Sourcing and Modern Slavery Policy. A new training platform will be rolled out in the latter part of 2021 with an updated modern slavery module.

Embedding Ethical Sourcing in our Business Processes

Embedding ethical sourcing is a company-wide and ongoing commitment, and as such, we are continuing to build our systems and procedures accordingly.

Embedding Ethical Sourcing project - Over a period of 10 weeks, commencing during the previous reporting period and carrying into the current period, we worked with a team of 5 Masters of International Management students from The University of Sydney to conduct a review of how we can better embed ethical sourcing into our business processes. The project consisted of desktop research to align with best practice, in-depth interviews with key internal and external stakeholders and business process mapping of key categories from a business and modern slavery risk perspective. The project resulted in over 60 recommendations to the business for general management of our ethical sourcing program and specific categories, including the formation of the cross-functional Modern Slavery Working Group (MSWG). Consideration of these recommendations continues to inform our work through the MSWG going forward.

Modern Slavery Working Group – Meets quarterly to drive and embed ethical sourcing across our business, membership from key stakeholder groups across the business, encompassing the Leadership Team, legal, sustainability, marketing, finance, and operations, stock, and non-stock procurement, sales, and service delivery. The group meets quarterly, or as required in accordance with its mandate. This initiative was developed through the reporting period and launched on 30 July 2020 to coincide with the World Day against Trafficking in Persons.

During 2020 we launched an internal Ethical Sourcing learning hub, to share knowledge and best practice in relation to respecting and upholding human rights in the supply chain and understanding modern slavery risks. We share regular updates about the work we are doing to embed ethical sourcing in our business practices on this site and are measuring engagement with the content.

Modern Slavery Act Compliance and Reporting

Following the end of the reporting period, and in preparation for the formulation of our first Modern Slavery Statement 2020, we undertook a project to develop a reporting framework that aligns with the requirements of the Modern Slavery Act 2018 (Cth). In 2021 the framework informed our efforts to achieve best practice and alignment with International Standards. The resulting framework leverages established and widely recognised indicators and aims to draw on information that can reasonably be obtained by the business.

The framework considers the following resources/ standards:

- The Australian Government’s MSA Guidance for Reporting Entities
- The UN Guiding Principles on Business and Human Rights
- The UN Guiding Principles Reporting Framework
- The Global Reporting Initiative’s Sustainability Reporting Standards
- The Danish Institute for Human Rights’ Human Rights Compliance Assessment Tool

The framework also takes into consideration relevant benchmarking initiatives:

- Know The Chain - ICT
- The Corporate Human Rights Benchmark
- The Business and Human Rights Resource Centre benchmarking of the FTSE 100 UK Modern Slavery Statements

Thought Leadership and Advocacy: Driving Collaboration and Best Practice

Konica Minolta collaborates with a broad stakeholder group to build industry engagement and standards. This includes our membership of:

- The UN Global Compact (UNGC)
- The UNGC Network Australia and its Modern Slavery Community of Practice
- The NSW Government’s Sustainability Advantage Program

As well as collaboration with other industry, government, academic, non-government, and multi-stakeholder initiatives such as:

- The Cleaning Accountability Framework
- Australian Catholic Network Against Slavery
- The Sydney Catholic Archdiocese Anti-Slavery Taskforce
- The University of Sydney, Macquarie University, Monash University, UTS and UNSW through their Law and Business Faculties and various institutes researching corporate social responsibility, modern slavery, human rights, and responsible business conduct.

Konica Minolta Australia played a key leadership and advocacy role, sharing its learnings with industry stakeholders, government, academia, and civil society building collaboration to drive business action to combat modern slavery.

During the reporting period, Konica Minolta Australia contributed to the following multi-stakeholder forums, sharing our experiences and insights concerning action by businesses to eradicate modern slavery, including the selection on the following page:

- AICD seminar Respect@Work discussing workplace sexual harassment, 2020.
- UNSW Legal Hour webinar 'Addressing Modern Slavery', September 2020.
- UN Global Compact 'Business & Human Rights' seminar, August 2020.
- Deloitte seminar Launch of the 'Modern Slavery Act Guidebook', August 2020.
- UNSW Australian Human Rights Institute seminar Sustainable Leadership July 2020
- UN Leaders Forum, 'Climate Crisis' & 'Corporate Bribery' sessions, September 2020.
- Monash University seminar, 'Moral Courage', 2020.
- UNSW Business School seminar, 'Ethical Leadership', 2020.
- CiEvents Intl Year of the Girl breakfast event, Sydney, October 2020.
- Edge Environment webinar 'How can you prioritise your modern slavery risks,' October 2020.
- Catholic Education Western Australia webinar 'Modern Slavery; Closer than you think', 2020.
- First Sentier Group 'Assessing and Addressing Modern Slavery Risks', April 2020.

In line with its broader commitments to human rights, in December 2020 Konica Minolta co-sponsored the 2020 Human Rights Day Oration. Human Rights Medal winner Rosemary Kayess, recognised of her work in international human rights law for people with disability, was in conversation with ABC's disability affairs reporter, Nas Campanella. The discussion focused on Rosemary's work with the Disability Royal Commission, as well as the social transformation of United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the impact it has had on the community.

Konica Minolta Inc's Commitment to Supply Chain Responsibility

Konica Minolta Inc (KMI) has a comprehensive responsible supply chain initiative, being one of the 6 identified material issues underpinning its CSR Strategy.

KMI is a member of the Responsible Business Alliance (RBA) since 2013, a leading industry-initiative for the electronics industry. The RBA, which is made up of more than 140 companies, including the world's leading electronics manufacturers and their major suppliers, works to improve worker rights (human rights and working conditions), ethics, health, and safety in the supply chain. KMI has also been listed on the Dow Jones Sustainability Index consecutively since 2021, and was awarded Silver Class in the SAM Sustainability Award by the U.S.-based S&P Global, the globally recognized provider of research and ratings in ESG investment. Among all the companies in the Computer & Peripherals and Office Electronics sector, KMI received the highest score possible in the social and environmental dimensions.

KMI aims to help build a more sustainable world, where all human rights are respected. Toward that end, the Group works at CSR procurement (responsible procurement in the supply chain), to facilitate appropriate improvements in labour (human rights) as well as ethics, health, safety, and the environment. These efforts are undertaken not only at the Group's production sites but also at the suppliers from which the Group sources raw materials, parts, and other materials, and to which it contracts production and distribution services.

In CSR assessments, Konica Minolta classifies the results of the self-assessment questionnaire from rank A to C. The targets for overall scores are rank A for all Group production sites and rank B or higher for all suppliers. Even if overall assessment results meet the targets, Konica Minolta asks suppliers to make voluntary improvements in specific components that showed weakness, including labour (human rights).

All KMI product suppliers are required to enrol in the RBA platform for supplier engagement, with completion and review of the Self-Assessment Questionnaire on a three-yearly cycle. KMI supports and respects the following internationally accepted standards:

- Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- United Nations Global Compact

KMI's Procurement Policy

The Konica Minolta Group pursues customer satisfaction by creating innovative products and services that contribute to the development of society, according to our management philosophy, "The Creation of New Value." In procurement activities, firm partnerships are established with suppliers based on fairness and transparency and to build a sustainable society by fulfilling social responsibilities with suppliers.

OPEN

We will build transparent and reliable relationships with our suppliers and manage procurement in an open manner, while sharing objectives from a long-term and global perspective.

FAIR

We will carry out transactions under the principle of free competition with rational evaluation criteria and seek mutual benefit with suppliers.

GLOBAL

We will have a global outlook and carry out procurement in the regions that best suit our operational needs.

COMPLIANCE

We will comply with all relevant laws and regulations, corporate ethics, and internal policies and regulations.

ECOLOGY

We will contribute to the international society and local communities by striving to take the lead in environmental protection while reducing the impact of our operations on ecosystems.

Regular engagement occurs between Konica Minolta Australia and KMI on sustainability and ethical sourcing, with knowledge and information sharing.



ASSESSING THE EFFECTIVENESS OF OUR ETHICAL SOURCING PROGRAM

At the heart of how we assess the effectiveness of our actions is a constant focus on the purpose of the legislation and our program of action. We aim to build, implement, and manage a program of continuous improvement which delivers on Konica Minolta Australia's commitment to ethical sourcing and protecting human rights in its operations and supply chains. To combat modern slavery and contribute to Konica Minolta Australia's reputation as a thought leader and advocate in this field.

As a business that supplies goods and services to other businesses, we are both at the top of our supply chain and forming a part of other businesses' supply chains. As a result, Konica Minolta Australia regularly reports to its customers. It provides comprehensive information about its policies and processes as part of tender documentation and other compliance and reporting initiatives. Rather than seeing these requests as a compliance only process, we treat them as a learning opportunity, helping to guide our progress and identify areas for improvement.

Following the launch of our pilot supplier engagement process, we reviewed its effectiveness in conjunction with our external provider, adjusting to ensure a more seamless and effective approach for future rounds of supplier engagement.

From a governance perspective, our Modern Slavery Working Group, which meets quarterly will enable monitoring and evaluation of our Ethical Sourcing Program, enable oversight and drive implementation and collaboration across the business by:

- Facilitating rollout and implementation and considering matters arising from the Modern Slavery and Ethical Sourcing Policy, the Ethical Sourcing Guidelines for Employees, the Supplier Code of Conduct, and other matters relevant to the Program.
- Driving awareness of and engagement with our policies, processes, and practices to address Modern Slavery in line with Ethical Sourcing Program strategy and objectives.
- Making recommendations for process or policy changes to support the Program strategy and objectives.

A key part of our ethical sourcing program is to raise awareness and understanding of modern slavery and our commitment to supporting and promoting human rights in our business and supply chain.

During the previous reporting period, we conducted two surveys of key stakeholders, including our employees, key customers, and suppliers, and well as civil society stakeholders, to help inform our strategy and priorities for the next period. These surveys were conducted in conjunction with Macquarie University, as part of research projects through the Macquarie Business School, CSR unit. The findings from the research informed our work and focus for the 2021 reporting period.

We also reviewed our program using the results of the KPMG Modern Slavery Benchmarking tool to inform our priorities and Program of activities.

Future Action at Konica Minolta

Our current priorities at Konica Minolta are:

- Embedding Ethical Sourcing in our Business Processes including through the review and roll-out of Ethical Sourcing Guidelines for Employees.
- Vendor terms and conditions project to embed ethical sourcing for all new vendors.
- Dissemination of our Supplier Code of Conduct and direct supplier engagement with certain high priority suppliers (stock and cleaning).
- Ongoing human rights due diligence and risk assessments with a focus on the changing landscape due to COVID-19 engagement and best practice.
- Utilise the Modern Slavery Working Group to develop and embed ethical sourcing in our business operations.
- Obtaining greater visibility of the risks of modern slavery in our supply chains beyond tier one.
- Adopting the recommendations made our Modern Slavery Act reporting framework to benchmark our Program against international best practice and drive continuous improvement.
- Continued thought leadership to drive meaningful supplier. During the reporting period we reviewed the effectiveness of this mechanism, and plan to feature it more prominently on our externally facing website, as well as to develop specific communications with our suppliers about it, to raise awareness amongst workers.

OUR ON-GOING COMMITMENT TO ENDING MODERN SLAVERY AND SUPPORTING VICTIMS

We are committed to working with our suppliers and other stakeholders to ensure we have a positive social impact on those within our sphere of influence and have for many years both in Australia, and globally been working to protect and support human rights within our business, supply chain and community.

Below is a timeline of some of our other commitments and achievements to date.

2020: Australian Universities Procurement Network Workshop: Konica Minolta participated in a workshop with members of the AUPN recognised that universities in its procurement network had to collaborate to respond to Modern Slavery.

April to November 2019: Konica Minolta participated in consultation and briefing sessions with the NSW Interim Anti-Slavery Commissioner on the implementation of the NSW Modern Slavery Act 2018 and made a written submission to the NSW Legislative Council Standing Committee on Social Issues into the 'Inquiry into the Modern Slavery Act 2018 and Associated Matters'.

December 2018: Konica Minolta received the 2018 Human Rights Award for Business from the Australian Rights Commission for leadership in promoting and supporting human rights in our business and supply chain.

November 2017: Konica Minolta received an Anti-Slavery Australia Freedom Award in recognition of its commitment to helping combat exploitation through corporate social responsibility (CSR) and ethical sourcing.

April 2017: Konica Minolta provided a Submission to the Australian Government enquiry into Establishing a Modern Slavery Act in Australia and presented at a public hearing in Canberra.

December 2016: We released our Human Rights Position Statement, drawing together Konica Minolta's approach to human rights: diversity and inclusion; ethical sourcing; and strong partnerships with human rights organisations.

August 2016: Konica Minolta Australia created a Supplier Code of Conduct for our operations.

April 2016: We released our Ethical Sourcing Roadmap, which describes the measures we are taking locally to ensure that slavery or inequitable employment practices play no part in our business operations.

February 2016: Konica Minolta Australia became the first technology company to join the United Nations Global Compact Network Australia and is an active member on issues of human rights in supply chains and the Sustainable Development Goals (SDG).

Consultation with entities that Konica Minolta owns or controls

In February 2021, Konica Minolta Australia commenced operations in New Zealand. The Managing Director of Konica Minolta Business Solutions New Zealand is on the Leadership Team and meets at least weekly with the Team. Consultation with the New Zealand business occurs during this forum and through the MSWG, and during the 2021 reporting period, bespoke presentations.

Konica Minolta Australia 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). However, as outlined elsewhere in this Statement, KMI, our parent company, plays a pivotal role in our supply chains as the primary manufacturer of many of our hardware products, and a key role in our overall Responsible Sourcing Program and commitments.





Providing Support for Victims and Survivors of Sexual Exploitation & Slavery

As part of our broader commitment to human rights as part of our Corporate Social Responsibility strategy, Konica Minolta matches staff workplace giving donations to a female/ survivor-led NGO, AFESIP, on the ground in Cambodia through the charity Project Futures. AFESIP assists women and girls who are victims of sex slavery, human trafficking, and other forms of sexual and gender-based violence. In providing this support, we recognise the overwhelmingly gendered nature of sexual exploitation and our capacity as a business not only to contribute financially but also to provide technical assistance and capacity building as appropriate. To leverage our position, influence, and networks to have a positive and lasting social impact.

Collaboration is critical to the success of the aims of the Modern Slavery Act, both across and within industry sectors including government, civil society, and business. As part of our commitment to advocacy and collaborative action to end modern slavery, Konica Minolta Australia has participated in academic discourse to contribute to a shared understanding of best practice in implementing actions to address modern slavery in supply chains.

The Board of Directors of Konica Minolta Business Solutions Australia Pty Ltd, its responsible governing body, approved this Modern Slavery Statement 2021 on 29 September 2021, in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Signed

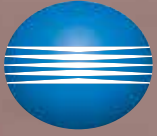
Mr Yohei Konaka
Chair and Managing Director
Konica Minolta Business Solutions Australia Pty Ltd

Board of Directors

Yohei Konaka Chair
Gabrielle Stevens
David Procter
Kazuyuki Tsukamoto

Members of the Leadership Team

Yohei Konaka Managing Director
Eric Holtsmark Managing Director New Zealand
Richard Morton Group Financial Controller
Gabrielle Stevens Chief People & Culture Officer
Nicholas Jones Chief Information and Technology Officer
David Procter Chief Operating Officer
Mark Brown General Manager Marketing



KONICA MINOLTA

