



KONICA MINOLTA

Human Rights Position Statement

December 2016

The responsibility to respect human rights is integral to Konica Minolta Australia's vision to be a robust and trusted company that is vital to society. We believe that respecting and protecting human rights enables individuals, societies and businesses to flourish.

Internationally recognised human rights laws and standards provide a solid foundation for Konica Minolta's human rights framework. This includes, but is not limited to:

- International Bill of Rights
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- United Nations (UN) Global Compact
- UN Guiding Principles on Business and Human Rights
- Sustainable Development Goals (SDGs)

Konica Minolta is a company that cares; we care about our people, our customers and our community. It is through this lens we approach human rights; to firstly ensure that our operations do no harm and secondly make a positive contribution to the world we live in.

We believe that human rights are universal, indivisible and essential to sustainable development.

We acknowledge there are unique risks faced by different people including women and children, and migrant worker groups.

This statement consolidates existing commitments and provides a framework to clearly articulate our approach to mainstreaming human rights. It applies across all entities owned or operated by Konica Minolta Australia.



Our People

Respecting and promoting the human rights of employees

It is important that Konica Minolta is a great place to work for everyone, every single day. We foster a workplace in which positive interactions flourish and have zero-tolerance for harassment and discrimination.

We actively promote a workplace that is free from discrimination against any employee based on age, physical and mental ability, ethnicity, gender, sexual orientation, marital status, national origin, political affiliation, race, religion, education or union membership.

We value diversity of thought, experience and approaches to work.

This year, Konica Minolta accelerated efforts to promote an inclusive environment with the launch of a Gender Equality Strategy and progressive policies such as Domestic and Family Violence Support.

In December 2016, Konica Minolta was granted the Employer of Choice for Gender Equality citation from the Federal Government's Workplace Gender Equality Agency (WGEA). This citation recognises our active efforts to promote gender balance in a traditionally male-dominated industry.

We will:

- Implement steps to deliver the 2020 targets of our Gender Equality Strategy.
- Remain vigilant to maintain pay parity.
- Activate awareness among leadership and employees on human rights, with the aim to foster a rights-aware culture.
- Continually improve health and safety standards that protect employees and visitors to our sites.
- Maintain a formal and anonymous channel for employees to lodge grievances.



Konica Minolta Australia was accredited as an Employer of Choice for Gender Equality by WGEA, December 2016.

Our Customers

Engaging with human rights in our value chain

As a business-to-business company, being a trusted and reliable supplier is core to Konica Minolta. This means not just delivering great products and service, but ensuring that our business operations reflect the values we espouse and do no harm.

Konica Minolta's approach to ethical sourcing is both global and local:

- **Globally**, we are a part of the Electronic Industry Citizenship Coalition (EICC), and adopt the electronic industry standard on human rights in our supply chain.
- **Locally**, our strategy to embed global commitments in our Australian value chain is captured in our *Ethical Sourcing Roadmap*.

The cornerstone of both approaches is the quality of our partnerships with suppliers. We whole-heartedly believe it is our role to influence, educate and engage our supplier base. We will continue to provide tools and resources to increase the capacity of our suppliers to effectively embed human rights due diligence into their business. Ultimately, this will cascade responsibility throughout the broader supply chain.

Our *Supplier Code of Conduct* encourages respect for, and outlines expectations to meet, human rights in our value chain.

In our Australian value chain, we recognise risk in two categories: product and operations.

We will:

- Focus our efforts in deepening engagement with third-party product suppliers and high risk operations suppliers.
- Analyse the results of Supplier Self-Assessment Questionnaires as an evidence base to inform our engagement process.
- Foster a safe space for supplier dialogue and information sharing through Supplier Briefings.
- Provide additional guidance and education for procurement employees managing higher risk supplier groups.
- Look for opportunities to support social procurement activities, including Indigenous businesses.





KONICA MINOLTA

Our Community

Supporting human rights

In addition to our commitment to respect human rights, Konica Minolta will continue to support human rights initiatives as part of our CSR action plan, *Pathways to Shared Value*. We are committed to making a positive contribution to advance human rights in Australia and the region.

With a strategic focus on deepening engagement with non-for-profit partners, Konica Minolta supports the protection and promotion of human rights in the following areas:

- Legal services for victims of domestic violence in Australia.
- Protection services for victims of slavery, domestic violence and forced marriage in Australia.
- Prevention, rehabilitation and empowerment programs for women and girls who are victims of human trafficking for sexual exploitation in Cambodia.

This year Konica Minolta actively participated multi-stakeholder initiatives including the Global Compact Network Australia (GCNA) and the EICC. We will build on these networks to contribute to and harness their collective knowledge.

Finally, Konica Minolta will share our experiences, successes and challenges to national and global dialogues on business and human rights.

Our vision

Konica Minolta aspires to be a business leader in human rights in Australia and the region.

We will use this statement to start conversations with those within our sphere of influence; that includes our employees, customers, business partners, suppliers, and the communities we support.

The Managing Director and Executive Leadership team are responsible for overseeing adherence to this statement.

This statement will be reviewed annually to ensure a continued process of reflection and improvement.



Konica Minolta Business Solutions Australia

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