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Gender Equality

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At Konica Minolta, we are committed to fostering a workplace culture that is inclusive and fair for all employees. With embedded gender equality focussed policies, procedures, and internal committees at the forefront, we actively work to create a diverse and gender equal workforce.

Our Gender Equality Strategy aligns with best practices and objectives set by both the Australian Government and the international community. At the core of this strategy is our Gender Equality Policy which outlines the principles and practices applied across all stages of the employment lifecycle, to support and improve gender equality in our workplace. It also establishes a clear framework for responsibility and accountability for gender equality across the organisation.

As a part of our commitment, we are focused on achieving the following gender equality goals:

- Cultivating an inclusive and fair workplace culture and working environment for all employees.
- Increasing the representation of women in management positions.
- Improving gender balance across the organisation, especially in job categories where representation is below 40%.
- Providing a flexible and supportive workplace for all employees at all levels, particularly those with caring responsibilities.
- Ensuring equal pay for work of equal or comparable value, regardless of gender.
- Removing barriers to the full and equal participation of women in the workforce.
- Enabling equal access to leadership roles and all occupations, irrespective of gender.
- Eliminating gender-based discrimination, particularly in relation to family and caring responsibilities.

To achieve these goals, we have implemented a range of targeted initiatives, including:

- Mentoring programs and leadership development initiatives.
- Regular pay analysis and benchmarking to monitor and address gender pay gaps.



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- Recruitment, succession planning, and promotion strategies designed to improve gender representation.
- Pre-recruitment salary benchmarking, ensuring fair and competitive pay practices.
- Gender-diverse hiring teams and a skills-focused approach to candidate selection.
- Progressive workplace policies, including our Domestic Violence Policy, Paid Parental Leave, and Flexible Work Policies, to support employees in balancing work and personal responsibilities.

As part of the of the Workplace Gender Equality Agency (WGEA) reporting process, we analyse pay gap data collated which is shared with the Senior Leadership Team and Board members to highlight priority areas and set improvement targets. As our current pay gap data shows, significant progress has been made in closing the gender pay gap, however we continue to focus on increasing female representation in managerial roles and improving gender balance in traditionally male dominated fields such as technical/trades and sales.

To further advance gender diversity, we have implemented clear recruitment targets through our Talent Acquisition Policy, which includes:

- Screening of job advertisements for gender neutrality.
- A 30-35% female candidate requirement wherever possible.
- Gender balanced interview panels to ensure fairness in hiring decisions.

These efforts are integral to achieving our goal of 30% female representation in leadership roles by 2026.

At Konica Minolta, we are deeply committed to diversity, inclusion, and ethical corporate responsibility. We recognise the value of diverse perspectives and experiences, which drive innovation, enhance collaboration, and help us better serve our customers and society. By continuously refining our gender equality strategies, we strive to create a workplace where everyone has the opportunity to thrive.