



KONICA MINOLTA



RECONCILIATION
ACTION PLAN

INNOVATE

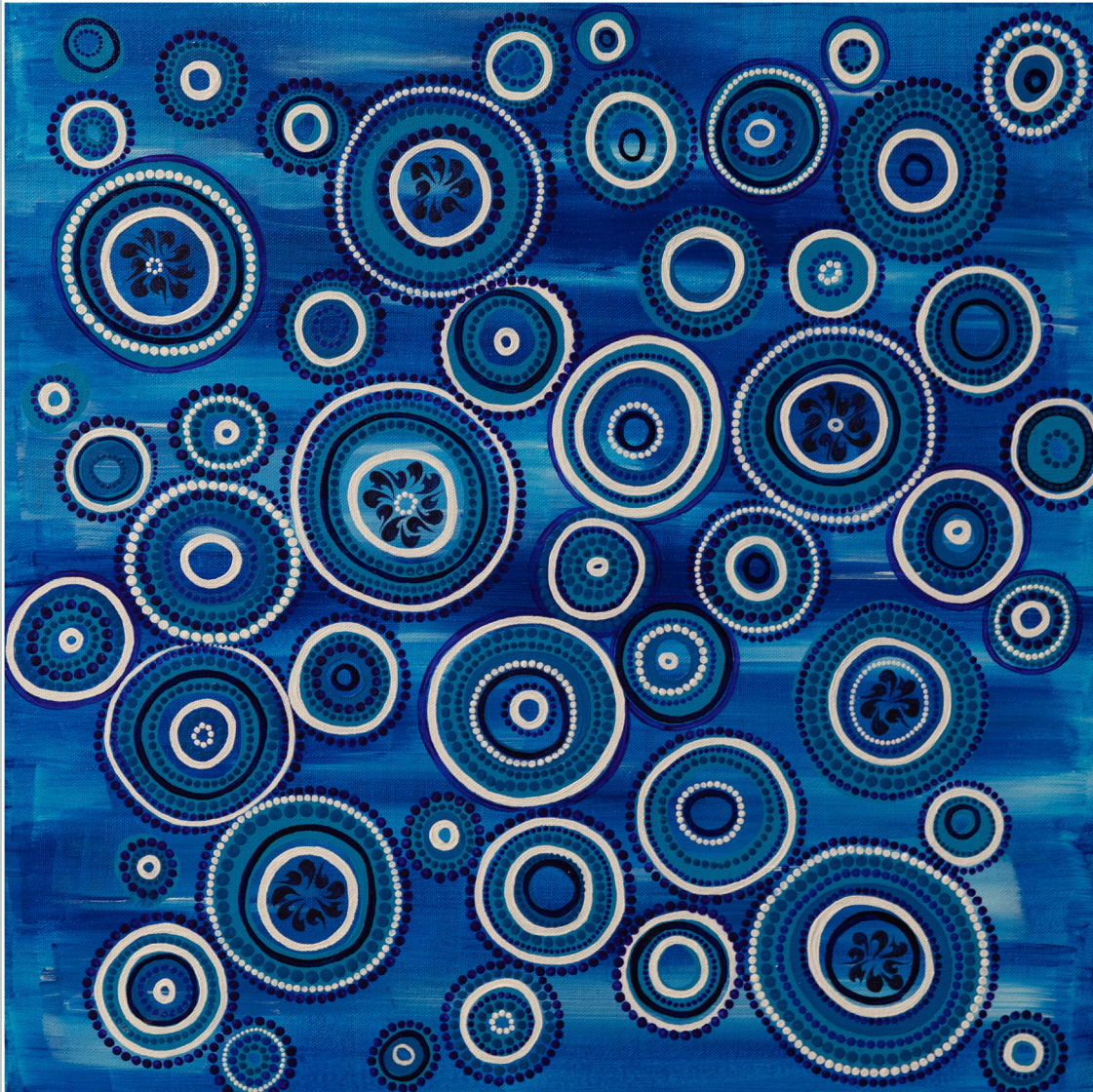


INNOVATE

Reconciliation Action Plan

1st August 2025 - 31st July 2027

Konica Minolta acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live and work. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.



Konica Minolta Supports the aims of Reconciliation Australia to build better relationships between Aboriginal and Torres Strait Islander peoples, and the wider Australian community, for the benefit of all Australians.

The work selected for our Innovate Reconciliation Action Plan depicts the way people move and connect through the various technological landscapes of our daily environment. It perfectly symbolises Konica Minolta's commitment towards Reconciliation.

Jasmine's work particularly appealed to Konica Minolta not only because of the resplendent natural colours, the Konica Minolta blue and the themes of her work, but also because of Jasmine's philosophy of bringing contemporary methods and concepts to the oldest culture on earth.

ABOUT JASMINE COE

Jasmine Coe is a Wiradjuri-British artist and the creator and curator of Coe Gallery, the UK's First Aboriginal owned gallery, established 2022.

In late 2016, she travelled to Australia for the first time to connect to her Wiradjuri heritage and reconnect with her father, Aboriginal activist – Paul Coe, after 20 years apart. Having struggled with race and self-identity growing up, her work now focuses on harmonising internal conflicts that arise from having two lines of heritage which together hold a traumatic history.

"In an attempt to heal self, painting becomes a restorative process whereby the understanding of self-identity is given space to develop, while at the same time the work continues to celebrate the beauty of the natural world."

Since 2019, Jasmine has exhibited in 36 international exhibitions including the UK, USA and Australia. Jasmine is a member of Boomalli Aboriginal Artist's Co-operative and exhibits her work in Sydney with them.

In 2022 Jasmine was invited by the Australian Prime Minister to attend King Charles III Coronation as one of the 10 Australian representatives, based on the work Coe Gallery stands for in the UK. Jasmine is also a proud Bridging Histories Ambassador (UK) and an Honorary Research Associate at Bristol University (UK).

Jasmine created Coe Gallery, the U.K.'s first Aboriginal owned gallery based in Bristol. Coe Gallery is dedicated to supporting and celebrating Aboriginal artist's and providing them with fair representation and visibility here in the UK. Coe Gallery takes its name in honour of Jasmine's father's family.



Statement from

CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends Konica Minolta Business Solutions Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP)

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Konica Minolta Business Solutions Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Konica Minolta Business Solutions Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Konica Minolta Business Solutions Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Konica Minolta Business Solutions Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Konica Minolta Business Solutions Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer

Reconciliation Australia





A message from our Chair and Managing Director

At Konica Minolta Australia, we believe that innovation is not only about technology—it's also about people, partnerships, and progress. With the launch of our Innovate Reconciliation Action Plan, we are proud to continue our journey of listening, learning, and deepening our commitment to reconciliation.

Our Reflect RAP laid a strong foundation. Now, as we move into the Innovate phase, we are focused on embedding meaningful actions into our everyday operations—ensuring that respect, relationships, and opportunities for Aboriginal and Torres Strait Islander peoples are actively supported across our business.

Reconciliation is a shared responsibility. Through stronger partnerships and a deeper cultural understanding, we aim to contribute to a more inclusive, equitable future for all Australians. We are committed to fostering an environment where First Nations voices are valued and where collaboration leads to real, lasting change.

Thank you to everyone—within Konica Minolta and in the broader community—who continues to guide and inspire our reconciliation journey. Together, we can help build a future grounded in respect, unity, and opportunity.

Yohei Konaka
Managing Director, Konica Minolta Australia

A message from the Chief People and Culture Officer

“Achieving our Innovate RAP is an important step in our reconciliation journey. We are proud to be taking action to support long-term change, and Jasmine’s artwork is a powerful representation of the difference we can make through mindful and collective action.”

As part of its ongoing commitment to reconciliation and community empowerment, Konica Minolta is proud to sponsor the Aboriginal and Torres Strait Islander Peoples Community Achievement Award in the Channel 7 Australian Community Achievement Awards. This prestigious award honours individuals, groups, and businesses who are making a meaningful impact in their local communities. It shines a light on those who uplift and support Aboriginal and Torres Strait Islander peoples through leadership, cultural preservation, education, health, business, community initiatives, and social justice.

“This award reflects our dedication to reconciliation and to supporting change at a grassroots level. It recognises nominees who are strengthening cultural identity, championing inclusion, and helping to build a more connected and respectful future for all Australians” said Stevens.

Gabrielle Stevens
Chief People and Culture Officer



ABOUT KONICA MINOLTA

Konica Minolta Business Solutions Australia Pty Ltd (Konica Minolta Australia) is a fully owned subsidiary of Konica Minolta Incorporated (KMI) in Japan.

OUR BUSINESS

Konica Minolta Australia is a market leading provider of integrated print hardware and software solutions, and robotics, all of which have the power to transform the business environment.

As a technology innovator, Konica Minolta invests continually in research and development to deliver inspiring products and services that give shape to ideas.

Konica Minolta supplies these products and services to customers directly and through authorised representatives, dealers, and resellers throughout Australia, New Zealand, and the Pacific Islands. We currently have around 13,800 customers in Australia.

In Australia, we employ approximately 500 people and have offices in Sydney (Gadigal), Melbourne (Naarm), Adelaide (Tarntanya), Perth (Boorloo), Brisbane (Jagera and Turrbal), and Canberra (Ngunnawal). Our head office is located at Macquarie Park (Wallumegedal) in Sydney.

Konica Minolta Australia is committed to providing equal and fully inclusive opportunities to all people across Australia. Our People and Culture team actively seek to promote employment opportunities within our business. We are committed to offering at least 10% of these roles through Aboriginal and Torres Strait Islander agencies and have engaged IndigiCareers to meet this target.

We currently employ one person who identifies as an Aboriginal and/or Torres Strait Islander person. We work with Macquarie University's PACE program to provide an ongoing internship program. Though this programme we have had several Aboriginal student interns. As part of our Innovate RAP, we will formally establish a dedicated annual Aboriginal and Torres Strait Islander internship with PACE.

As an organisation, Konica Minolta Australia has been recognised and awarded for its contribution to society and for working towards achieving the Sustainable Development Goals (SDGs) throughout its business and supply chain. This includes:

- Konica Minolta Ranked in the Top 10% of Companies within Its Industry in S&P Global's Sustainability Yearbook 2024 (Feb 2024)
- Konica Minolta Awarded as the 4.5 Star in Nikkei SDGs Management Survey (Dec 2023)
- Dow Jones Sustainability World Index, (Dec 2023)
- Human Rights Award for Business 2018, Australian Human Rights Commission.

In Australia, supporting reconciliation is a natural extension of these values and this philosophy. We are committed to working together towards reconciliation and to closing the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.



Our Vision

A global company that is vital to society, bringing vision to reality.

A robust and innovative company, continually evolving and contributing to the sustainable growth of society and individuals.

Our Values

WE BELIEVE IN CONNECTING PEOPLE

Building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians helps bridge cultural divides and fosters a sense of belonging and unity. It lets Konica Minolta Australia create an inclusive workplace culture where everyone's perspective and contributions are valued. By promoting intercultural understanding, we foster a sense of community and solidarity within the organisation.

WE ARE SHARING EXPERIENCES

Embracing the rich cultures, heritage, and diverse experiences of Aboriginal and Torres Strait Islander peoples enriches Konica Minolta Australia's collective knowledge and understanding. By actively listening and learning from their stories, traditions, and wisdom, we foster mutual respect and promote a culture of continuous learning and growth. This exchange of experiences enables Konica Minolta Australia to develop innovative solutions and enhance its service to better meet the needs of all Australians.

A Company that Cares

In a true sense of community partnership, Konica Minolta Australia works together with its major charity partners to understand their needs and match these with people and resources. We support charity partners, including Breast Cancer Network Australia (BCNA), and Landcare Australia, through donations, matched workplace giving, fundraising, volunteering, and in-kind support. We also match workplace donations to Project Futures.

One of our core business focuses is print production systems. With this knowledge and equipment, at a local state level each business unit works with community partners in the production of print material.

INCLUSIVE AND COLLABORATIVE

Building strong relationships with Aboriginal and Torres Strait Islander peoples ensures their voices are heard and their perspectives are considered in Konica Minolta Australia's decision-making processes.

WE ARE PASSIONATE

Konica Minolta Australia's people are the reason it is so committed to reconciliation and strengthening relationships with First Nations communities.

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Global Mind, Local Heart

Konica Minolta Australia is a local Australian business fully owned by Konica Minolta Incorporated in Japan, an organisation that champions the ideal of a global mind with a local heart. Konica Minolta is recognised as one of the world's most sustainable organisations in terms of corporate social responsibility and is committed to creating value for our customers and society and contributing to a sustainable, equal, and fair world.

As a Japanese company, Konica Minolta Incorporated believes in respecting each country it does business in. Within Australia, supporting reconciliation aligns with Konica Minolta Incorporated's values of inclusivity, collaboration, and accountability.

At a local level, Konica Minolta Australia's vision for reconciliation and its desire to successfully implement its RAP aligns with its commitment to contribute to a sustainable, equal, and fair world. Our vision is to be a global company that is vital to society, innovative, robust, and constantly evolving. We are a company that cares, with a global and local commitment to enhance the quality of life and our environment. We are committed to working with our employees, customers, and the community to find ways to improve both their work and life.



OUR VISION FOR RECONCILIATION

Konica Minolta Australia's Innovate Reconciliation Action Plan is the next stage of our formal commitment to reconciliation. It continues and grows our ongoing work to support and promote human rights, diversity, and inclusion in our business and the communities in which we operate.

Konica Minolta Australia's vision for reconciliation is to promote and sustain a culture of inclusion and diversity where all our people work together within our business as one team. We want to contribute to improving the lives of Aboriginal and Torres Strait Islander peoples through employment and promotion of our values, as well as recognising the living cultures, stories, and histories of Aboriginal and Torres Strait Islander peoples.

As a national business, we have a broad reach across Australia, enabling us to develop and foster relationships through our business with partners in state and territory organisations, Aboriginal and Torres Strait Islander peoples and communities. With this reach, we will continue to embed reconciliation

initiatives within our business and utilise our RAP program to raise awareness, drive change, inspire and enable all our people to contribute to the nation's reconciliation.

We aim to be an employer and partner of choice for Aboriginal and Torres Strait Islander peoples and businesses. We strive to create meaningful employment opportunities for Aboriginal and Torres Strait Islander peoples and mutually beneficial partnerships with Aboriginal and Torres Strait Islander-owned businesses, either as dealer partners or suppliers.

Our Commitment to the Uluru Statement from the Heart

Konica Minolta Australia's commitment to reconciliation and fostering stronger relationships with First Nations communities is deeply rooted in the commitment of our business and its people. Following the outcome of the Voice referendum and accepting the result and view of the Australian people, our approach to supporting the Uluru Statement from the Heart remains steadfast.

The Uluru Statement of the Heart is prominently displayed in our Melbourne and Sydney offices, symbolising our unwavering support for its principles and aspirations. We believe in the importance of listening to and promoting Aboriginal and Torres Strait Islander peoples' voices and are dedicated to taking meaningful action to achieve the goals outlined in the Uluru Statement.

OUR RAP

Konica Minolta is built on a sense of community. As a business, we hire people who care because that is our mission. Companies are a representation of the people who work within them. At Konica Minolta Australia, that manifests as passionate employees who care about their communities.

The leadership team identified that creating and implementing a Reconciliation Action Plan (RAP) and establishing a Reconciliation Action Plan Working Group while inviting the entire organization to participate in the conversation was a strategic and inclusive approach to harness the care and passion within our businesses and the wider 'community'.

This initiative aims to positively impact communities, specifically those of Aboriginal and Torres Strait Islander peoples, while acknowledging and recognizing the mutual benefits that reconciliation brings to both Aboriginal and Torres Strait Islander peoples and non-Indigenous people in Australia.

Recognising the past actions and history of Australia and its Traditional Owners, Konica Minolta Australia prioritises reconciliation as part of its corporate social responsibility.

At Konica Minolta Australia, our management philosophy is 'the creation of new value'. Our RAP is a way to bring that value to First Nations peoples by understanding their stories and providing them with business opportunities.

Our RAP also provides a tangible journey in fulfilling Konica Minolta Australia's company vision of 'imaging to the people'. For 150 years, we have developed and worked with imaging technologies. From this heritage, Konica Minolta Australia wants to be known as a robust and innovative company, continually evolving and contributing to the sustainable growth of society and individuals. We aim to provide a transfer of imaging power to First Nations peoples so they have the tools to allow them to express their history and skills, which can only better the communities we all live in.

The Konica Minolta brand is about 'Giving Shape to Ideas' and is a promise to customers and local communities that we will support people's desires through imaging. This is not Konica Minolta shaping those ideas, but rather providing the tools to allow people to shape their own ideas. Through our RAP, Konica Minolta Australia endeavours to provide the framework that contributes to working with local First Nations peoples so they can create their ideas, which will help build a high-quality society and a new future for Australian businesses and society.

At the head office level, members of the RAP task force have attended several events organised by Acknowledge This! and the 2023 Supply Nation Connect Conference. We work closely with Supply Nation in our continued efforts to build respectful relationships with local Aboriginal and Torres Strait Islander communities and foster opportunities in our supplier diversity.

OUR RAP WORKING GROUP

Our RAP Working Group is made up of staff from a cross-section of company departments. Although our HO is based in NSW, we try to maintain representation from our various state offices. We have invited Geoffrey Bilney, Indigenous Partnerships Manager, from Macquarie University to join our RAP Working Group. Konica Minolta has partnered with Macquarie University for several years and we are excited for the opportunity to work with Geoffrey and Walanga Muru.

Our RAP Working Group now has direct representation from our marketing team. This will allow us to have greater influence internally to provide respectful messaging on our RAP journey, such as acknowledgment of the First Nations Countries that we operate on: including First Nations place names on our website for office and dealer location lookups and placing Acknowledgement of Country on communication pieces such as event notices and staff business cards.



Gabrielle Stevens
Chief People and Culture Officer
(Executive Sponsor)



Darrell John
Technical Sales Specialist
(Working Group Chair)



Brian Wood
General Manager
Commercial and Indirect



Danielle Dobson
Marketing Communications
Officer



Geoffrey Bilney
Indigenous Partnerships
Manager



Juila Sheedy
People and Culture Coordinator



Karen de Bruyn
Regional People and Culture
Manager

OUR RAP PROGRESS

Our workplace has progressed through our previous Reflect RAP. Since developing our first RAP, the entire company has completed Aboriginal and Torres Strait Islander Inclusion and Cultural Safety (LITMOS) training. We celebrate NAIDOC week and National Reconciliation Week providing information to staff on what each week represents and encouraging our senior management to attend appropriate events.

Each branch has Acknowledgment of Country posters on the walls and new employees are given Acknowledgment of Country cards in their induction bags. Each year as part of our annual kick off conference we create an Acknowledgment of Country video featuring each of our branch managers acknowledging the Traditional Owners of the lands they are on. This video is then used during the year for any of our online meetings we hold such as our quarterly Town Halls. It is also included in induction training to lay the foundation of Konica Minolta Australia's internal culture.

We aim to support our customers' Reconciliation Action Plans (RAPs) and goals through the development and implementation of both our Reflect RAP and Innovate RAP. The relationships Konica Minolta Australia builds with suppliers and partners, the progress shared with these organisations, and, where possible, the First Nations businesses that are supported through our partnership with Supply Nation, are all part of Konica Minolta Australia's ambition to add value to Australia. As an example, when The Story Factory started its RAP journey, Konica Minolta Australia printed their RAP for its launch event. These are the community partnerships that Konica Minolta Australia wants to continue to build on to extend the reach of reconciliation.

RAP Partnerships

Procurement: Supply Nation

Konica Minolta is a member of Supply Nation. We understand that the impact of supporting First Nations businesses goes further than the business owners; it supports future generations and their communities.

Supply Nation is the Australian leader in supplier diversity. We have been active member since 2013 and find the support invaluable for researching potential vendors. The spend tracking service they provide ensures we can accurately measure and grow our spend with Aboriginal and Torres Strait Islander peoples' businesses.

Business: Kirra Services

Canberra-based IT hardware and software provider, Kirra Services, is passionately driving Aboriginal and Torres Strait Islander peoples representation among the IT industry, making a significant stamp on government agencies along the way. The company was founded in 2017 by proud Bundjalung man Brad Nagle. Since then, the company has grown to 18 staff.

Kirra Services specialises in providing hardware, software, procurement, recruitment services, and office equipment. Through its partnership with Konica Minolta Australia, Kirra Services has added managed print services to its portfolio. They have also been a source of knowledge for our RAP team, joining some of meetings and providing firsthand insight into our RAP journey.

RELATIONSHIPS

Relationships are fundamental to our organization as they foster understanding, collaboration, and inclusivity. By nurturing strong relationships, we can effectively work towards reconciliation and create a more equitable future for all. It is through strong relationships we can develop an environment open to Aboriginal and Torres Strait Islander peoples perspectives and be prepared to listen to and appreciate these perspectives.

Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Aug 2025, 2026	Chair RAP Taskforce
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	Sept 2025, 2026	Chair RAP Taskforce
Build relationships through celebrating National Reconciliation Week (NRW).		
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026, 2027	Chair RAP Taskforce,
RAP Working Group members to participate in an external NRW event	27 May - 3 June 2026, 2027	Chair RAP Taskforce
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3 June 2026, 2027	Chair RAP Taskforce
Organise at least one NRW event each year	27 May - 3 June 2026, 2027	Chair RAP Taskforce
Register all our NRW events on Reconciliation Australia's NRW website	May 2026, 2027	Chair RAP Taskforce
Promote reconciliation through our sphere of influence		
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce	Sept 2025, 2026	Chief P&C Officer
Communicate our commitment to reconciliation publicly.	Oct 2025, 2026 Apr 2026, 2027	Chief Marketing Officer
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Oct 2025, 2026	Chair RAP Taskforce
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Feb 2026, 2027	Chair RAP Taskforce
Promote positive race relations through anti-discrimination strategies		
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs	Sept 2025, 2026	Chief P&C Officer
Develop, implement, and communicate an anti-discrimination policy for our organisation.	Nov 2025, 2026	Chief P&C Officer
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	Oct 2025, 2026	Chief P&C Officer
Educate senior leaders on the effects of racism.	Dec 2025, 2026	Chief P&C Officer
Work with local Aboriginal and/or Torres Strait Islander artists to facilitate a workshop in the techniques of print using digital embellishing and print methods.		
Identify potential Aboriginal or Torres Strait Islander artist cooperative organisations to work with digitally inspired Aboriginal and/or Torres Strait Islander artist.	Dec 2025, 2026	Chair RAP Taskforce
Engage with artists in techniques for the preparation of digital artwork to utilise digital embellishment technologies.	Feb 2026, 2027	Industrial Print Product Specialist
Facilitate a workshop to print their artwork.	Apr 2026, 2027	Industrial Print Product Specialist



Respect is a foundational value that plays a crucial role in our Reconciliation Action Plan (RAP). It embodies Konica Minolta's values of being open and honest, passionate, accountable as well as inclusive and collaborative. We continue to strengthen our commitment to building respectful relationships with First Nations peoples and contributing to reconciliation efforts. Embedding respect within these values reinforces our dedication to fostering positive change and building meaningful connections.

We respect and acknowledge the profound and emotional bonds and connections to Country of the First Nations peoples, and we value their past, present and ongoing connection to the land and cultural beliefs..

Focus area

Respect speaks directly to Konica Minolta Australia's core values:

OPEN AND HONEST: We talk straight by being honest, respectful, direct, and positive with one another and our customers.

CUSTOMER-CENTRIC: We put ourselves in our customers' shoes and strive to excel with every interaction.

INNOVATIVE: We never give up exploring new ideas and solutions to satisfy our customers.

PASSIONATE: We constantly challenge the norm, stand up for what is right, and have courage to be honest and transparent.

INCLUSIVE AND COLLABORATIVE: We work together and support one another.

ACCOUNTABLE: We do what we say we will do.

Konica Minolta has a 150-year global history of supporting people and improving lives. The respect and commitment to continuing to improve lives is foundational to the way it does business in Australia.

Deliverable	Timeline	Responsibility
Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.		
Conduct a review of cultural learning needs within our organisation	Jan 2026, 2027	Chief P&C Officer
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Feb 2026, 2027	Chief P&C Officer.
Develop, implement, and communicate a cultural learning strategy document for our staff.	Mar 2026, 2027	Chief P&C Officer
Provide opportunities for RAP Working Group members, HR managers, and other key leadership staff to participate in formal and structured cultural learning.	May 2026, 2027	Chief P&C Officer
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Sept 2025, 2026	Chair RAP Taskforce
Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	Oct 2025, 2026	RAP Taskforce Chair
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Apr 2026, 2027	Chief Marketing Officer
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Apr 2026, 2027	Chief Sales Officer
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week		
RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026, 2027	Chair RAP Taskforce
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2026, 2027	Chief P&C Officer
Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2026, 2027	Chair RAP Taskforce

OPPORTUNITIES

Across the World, each country that Konica Minolta operates in has its own unique culture and community. It is a fundamental part of our business DNA to recognise that local culture and where possible work with and support those local communities. Here in Australia, we are committed to making a difference for, and working with First Nations peoples for better outcomes. Through our Reflect journey we've been able to build on our procurement support through Supply Nation, and working with Kirra Services we directly provide valuable support to an Aboriginal business. Our Innovate journey will be the opportunity to extend that ongoing support into as many areas of our operations as possible. By providing an open, inclusive, supportive workplace and supporting any Aboriginal and Torres Strait Islander employees with their professional development, we actively encourage them to stay with us and enrich their fellow team members. Of course, if opportunities develop that see them move on, nothing would make us more prouder than to see that the growth has opened a wider door of opportunities.

Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development		
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 2025	Chief P&C Officer
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	Oct 2025	Chief P&C Officer
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	Nov 2025	Chief P&C Officer
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Aug 2025	Chief P&C Officer
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Nov 2025	Chief P&C Officer
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Nov 2025	CFO
Maintain Supply Nation membership.	Aug 2025, 2026	Senior Manager Facilities, Quality, and Environment.
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Oct 2025 then quarterly	Chair RAP Taskforce
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Sept 2025, Mar, Sept 2026, Mar 2027	CFO
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Oct 2025	CFO
Provide Aboriginal and Torres Strait Islander community groups with printing services to publish professional documents to assist in the communication of their services.		
Explore opportunities with our State Managers in identifying a local Aboriginal and/or Torres Strait Islander community group who would benefit from having professional document printing. (eg Annual reports, Service flyers, Event collateral).	Sept 2025, 2026	Chief Sales Officer
Local branch Production Print team provide print support to produce the identified documents.	Dec 2025, 2026	State Production Print Sales Manager

Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.		
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Aug 2025, 2026	Chair RAP Taskforce.
Establish and apply a Terms of Reference for the RWG.	Aug 2025	Managing Director
Meet at least four times per year to drive and monitor RAP implementation.	Mar, Jun, Sept, Dec 2025-2027	Chair RAP Taskforce
Provide appropriate support for effective implementation of RAP commitments		
Define resource needs for RAP implementation.	Aug 2025, 2026	Chair RAP Taskforce
Engage our senior leaders and other staff in the delivery of RAP commitments.	Sept 2025, May 2026, 2027	Chief P&C Officer
Define and maintain appropriate systems to track, measure, and report on RAP commitments.	Aug 2025, 2026	Chief P&C Officer
Appoint and maintain an internal RAP Champion from senior management.	Aug 2025, Mar 2026, 2027	Chief P&C Officer
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally		
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date to ensure we do not miss out on important RAP correspondence.	June 2025, 2026	Chair RAP Taskforce
Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August 2025, 2026	Chair RAP Taskforce
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept 2025, 2026	Chair RAP Taskforce
Report RAP progress to all staff and senior leaders quarterly.	Jan, Apr, Jul, Oct 2025-2027	Chief P&C Officer
Publicly report our RAP achievements, challenges, and learnings annually.	May 2026, 2027	Chief Marketing Manager
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Aug 2026	Chair RAP Taskforce
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Aug 2027	Chair RAP Taskforce
Continue our reconciliation journey by developing our next RAP		
Register via Reconciliation Australia's website to begin developing our next RAP.	Sept 2026	Chair RAP Taskforce



KONICA MINOLTA



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Giving Shape to Ideas