

# Konica Minolta Group Charter of Corporate Behavior

Corporations, in addition to being economic entities engaged in the pursuit of profit through fair competition, should be beneficial to society at large. For this reason, Konica Minolta Group shall behave in a socially responsible manner and shall have all of its directors, officers and employees clearly acknowledge the spirit of this Charter of Corporate Behavior.

Senior management shall recognize that the fulfillment of the spirit of this Charter is its own role and responsibility, and shall take the initiative to ensure that all directors, officers and employees fully understand the Charter. In addition, the management shall constantly pay attention to the opinions of internal and external parties and shall promote the implementation of effective systems to secure ethical corporate behavior.

## 1 Beneficial and safe products

We shall strive to earn the confidence of consumers and clients through the development and provision of socially beneficial products and services with the utmost consideration for safety.

## 2 Fair and transparent corporate activities

We shall, in the pursuit of fair and transparent corporate activities, comply with laws and social regulations and act in accordance with international rules and the articles of incorporation.

## 3 Communications with society and information disclosure

We shall communicate with society at large and disclose corporate information fairly and adequately.

## 4 Environmental protection

We shall acknowledge the seriousness of global environmental issues and shall act voluntarily and affirmatively to protect the environment.

## 5 Contribution to society

We shall, with a global perspective, affirmatively make contributions to society while respecting local customs and cultures.

## 6 Respect for employees

We shall endeavor to make the lives of employees comfortable and fulfilling, provide a safe work environment, and respect each employee's personality and individuality.

## 7 Responsible actions

In the event of a violation of the principles of this Charter, in order to solve the problem senior management shall investigate the cause of the violation and develop reforms to prevent its recurrence in accordance with corporate compliance procedures. Prompt public disclosure of precise information and an explanation regarding the violation shall be made and responsibility for the violation shall be clarified. Strict and fair disciplinary action shall be taken including with respect to senior management where necessary.

Dated: October 1, 2003

## History of Konica Minolta

	Company/Product	Environment	Activity
2003 Aug	●		Newly-integrated Konica Minolta Holdings, Inc. established.
Aug		●	Environmental Policy established.
Sep		●	Konica Minolta Odawara Site Environmental Report (site report) published.
Sep		●	First Annual Konica Minolta Environmental Award ceremony.
Sep		●	Environmental Seminar Series, lecture by Hisatake Kato, President of Tottori Environmental University
Sep		●	Community Environmental Briefings held at Tokyo site.
Oct	●		Reorganization and integration of Konica Minolta Group businesses.
Oct	●		Tie-up with Hewlett Packard for OEM supply of digital multi-function devices.
Oct	●		Six products won 2003 Good Design Award (Japan Industrial Design Promotion Organization), including digital camera DiIMAGE Xt•Z1•A1.
Oct	●		Laser printer marketing tie-up with Chinese PC maker Lenovo Group Ltd.
Oct	●		Sales launch of Ion Pack 350 Syringe (100 ml) enhanced type non-ionic contrast medium.
Oct		●	Konica Minolta Tokyo Site Environmental Report 2003 (Site Report) published.
Oct		●	Konica Minolta Kofu Site Environmental Management Report 2003 (Site Report) published.
Nov	●		Sales launch of digital Camera DiIMAGE G400.
Nov		●	Konica Minolta Kobe Site Environmental and Social Report 2003 (Site Report) published.
Nov		●	Community Environmental Briefing held at Odawara site.
Dec		●	Display at Eco Products 2003 exhibition.
Dec		●	Digital copiers DiALTA Di3510 and DiALTA Di3510f are first products to be certified under Blue Angel Mark in new category of "multi-function devices."
2004 Feb	●		Sales launch of five models of digital camera, including DiIMAGE A2•Z2.
Feb	●		Film, cameras and other new product brands unified under Konica Minolta name.
Feb	●		Sales launch of Monitor Probe LM-5C for pulse oxymeter use.
Feb		●	Odawara site receives Energy Conservation Center Award of Excellence at the National Energy Conservation Contest 2003.
Feb		●	Printer business authorized under EcoLeaf environmental label system
Feb	●		Worldwide launch of new multi-function devices brand "bizhub."
Mar	●		Sales launch of bizhub C350 color multi-function device.
Mar	●		Sales launch of bizhub 7235 digital multi-function device.
Mar	●		Grand opening of planetarium Sunshine Starlight Dome "Manten."
Mar		●	Redesign of environmental website.
Apr		●	Marunouchi site included in our multi-site ISO 14001 certification.