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Responsible Actions

In the event of a violation of the principles of our Charter of Corporate Behavior, 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.

Protecting Voluntary Informants

Konica Minolta maintains a system that allows employees to safely report any compliance violations that are discovered. A hotline has been set up at Konica Minolta Holdings that enables employees of the Konica Minolta Group in Japan to report questionable conduct directly to top management or the officer responsible for compliance. This ensures rapid information gathering for the company and protection for callers. At Konica Minolta Business Solutions U.S.A., Inc., the Whistleblower's Hotline was set up in August 2006, which is run by a third party and serves to protect internal informants. Reports were received through both these lines in fiscal 2006. For both cases, an investigation was carried out while protecting the caller's position, and orders for improvement were promptly given.

Reporting and Preventing Loss of Personal Information

In November 2006, there was an incident in which a file containing customer information was lost in Japan. The cause was the result of simple human error on the part of the employee in charge of the file. Konica Minolta immediately reported the loss to the relevant government agency, the Ministry of Economy, Trade, and Industry. It also contacted the customers concerned, to report the incident and offer apologies, and disclosed details of the incident on the group's Web site. In order to prevent the reoccurrence of such an incident, the group has reminded employees to be attentive concerning information protection and reinforced strict compliance of company regulations.