

Konica Minolta's CSR activities are based on its Management Philosophy of "The Creation of New Value," and upon its Charter of Corporate Behavior. The company is signatory to the United Nations Global Compact, the universally accepted principles covering human rights, labor, the environment and anti-corruption, and it has also joined the Global Compact Japan Network (GC-JN). Konica Minolta's commitment to respecting and complying with these and other universal principles is articulated in the Konica Minolta Group Guidance on the Charter of Corporate Behavior, which is shared globally, helping to ensure the Group's compliance with these principles **P. 40**.

These principles guide the Group's every effort to live up to the trust and expectations of society by fulfilling its responsibilities to all stakeholders and contributing to the realization of a sustainable society.



## The Global Compact's Ten Principles

<b>Human Rights</b>	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.
<b>Labour</b>	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.
<b>Environment</b>	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
<b>Anti-Corruption</b>	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## Management Philosophy

### The Creation of New Value

#### 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

##### 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.

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.

##### 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.

### CSR Promotion System

The president and CEO of Konica Minolta Holdings, Inc. concurrently serves as the executive officer in charge of CSR, a position that carries with it the responsibilities and authority concerning the entire Group's CSR. Directly reporting to the executive officer in charge of CSR is the CSR, Corporate Communications and Branding Division, which sees to the implementation of CSR management for the entire Group, worldwide.

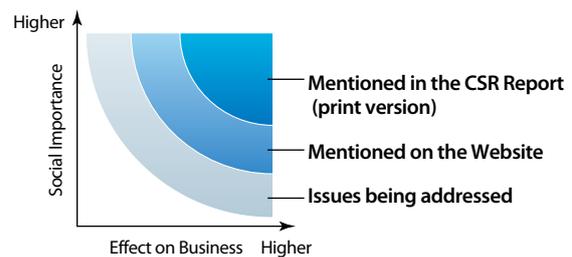
The Environment and Quality Division creates Group policies, constructs systems, and manages progress related to environmental management, safety, and quality control. The Environmental Managers' Committee, the Safety and Health Managers' Committee, the Quality Assurance Managers' Committee, and the CSR Procurement Managers' Committee, each of which is chaired by the director of the Environment and Quality Division, implement fiscal year plans for environmental, safety, and quality activities, monitor progress, and investigate and exchange information regarding each Group company's problems. Each of these committees meets as a rule once each quarter.

The CSR, Corporate Communications and Branding Division coordinates with the Environment and Quality Division and other divisions such as the Legal Division and the Corporate Human Resources Division and works to promote priority measures and public disclosure of information. Every week the head of the CSR, Corporate Communications and Branding Division submits a report on the progress of CSR activities to the executive officer in charge of CSR, reviews the activities and makes proposals. The Management Council and other bodies also meet in a timely fashion to discuss matters of importance and consider CSR activities as a key management issue.

### Establishing Priority Goals for CSR Promotion Activities

Konica Minolta's CSR activities are developed with careful consideration of the role the Group must fulfill to remain essential to society and worthy of its support. Konica Minolta therefore endeavors to understand the wishes and issues important to stakeholders by communicating with them in a variety of ways. Based on these discussions, the Group selects those issues that are both vital to society and have a great impact on business and also establishes priority goals for a medium-term plan for the entire Group under categories such as the environment, product quality (customers), occupational safety (employees), and others. All business companies have included these goals in their business plans in line with the Medium Term Business Plan "G Plan 2013" that started in April 2011, and are working toward them as part of their business activities.

This report outlines the specific measures being taken and the progress on the goals that are considered most important to stakeholders. The Group also makes use of ISO26000, the international standard on social responsibility that was released in November 2010, and is currently reviewing its CSR activities and working on aligning its course of action and priorities to the new standard in the medium term. A new action plan will be created after a careful analysis of specific issues.



 Major Themes, Goals, Plans and Results of Initiatives

### Socially Responsible Investment Indexes in which Konica Minolta is Included

Konica Minolta Holdings, Inc. is currently included in the following socially responsible investment (SRI) indexes (as of June 20, 2012).



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