

Essential Requirements to Fulfill CSR

Corporate Governance

Corporate Governance System

Konica Minolta, Inc. has established a corporate governance framework from the standpoint of supervision. This is based on the conviction that corporate governance that contributes to medium- and long-term corporate value growth must encourage suitable risk-taking in business operations and have a highly effective supervisory function for business operations. In 2003, the “company with committees” structure (currently “company with three committees”) was selected as the organizational structure in accordance with Japan’s Companies Act. In addition, the company has taken steps to ensure its governance system is objective and not overly influenced by personalities, while still operating the system in a distinctive Konica Minolta style.

The company’s basic views with regard to its governance system are as follows.

- Ensuring management oversight for corporate value growth by separating the roles of management oversight and operation of business activities
- Election of independent Outside Directors who can perform supervision from the standpoint of shareholders
- Using these measures for improving the transparency, integrity and efficiency of management

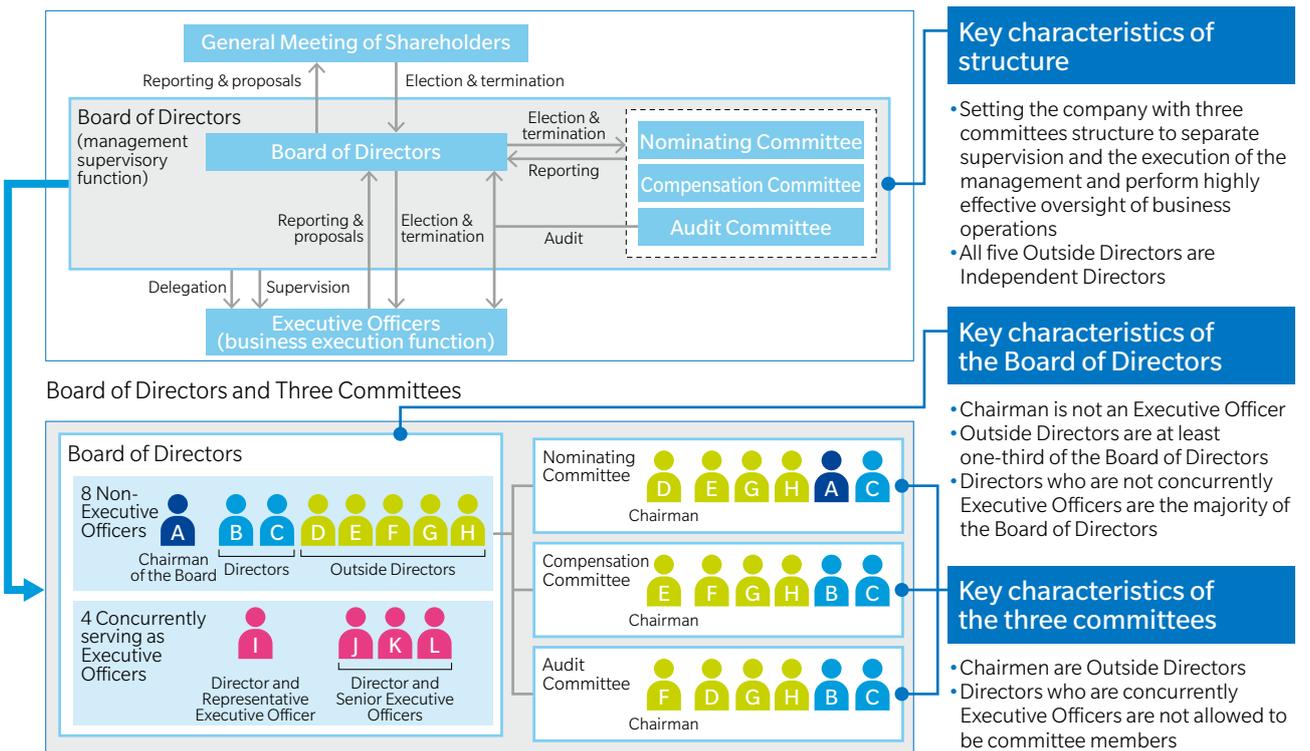
Specifically, the Board of Directors and the three committees are structured as shown in the figure below.

Building a Risk Management System

The executive officers are responsible for managing various risks including strategic risks, financial risks, risks pertinent to environmental regulations and hazard risks. They identify and evaluate risks and develop and monitor countermeasures in their respective spheres of management.

In addition, the Risk Management Committee, chaired by an executive officer appointed by the Board of Directors, is convened periodically. The Committee examines the risks identified by each executive officer, as well as the countermeasures in place, and checks to ensure that the risk management system is functioning effectively, making revisions where necessary. The Group responds as a whole to risks judged to be particularly important, led by an executive officer appointed by the chairperson. The activities of the Risk Management Committee are periodically reported to the Audit Committee.

Structure of Corporate Governance Systems (As of June 19, 2018)



-  [About Konica Minolta](#) > [Sustainability](#) > [Corporate Governance](#)
-  [About Konica Minolta](#) > [Sustainability](#) > [Compliance](#)
-  [About Konica Minolta](#) > [Sustainability](#) > [Information Security](#)
-  [About Konica Minolta](#) > [Sustainability](#) > [Human Rights](#)
-  [About Konica Minolta](#) > [Sustainability](#) > [Contributing to Society](#)

Compliance

Compliance Promotion System

At Konica Minolta, compliance with corporate ethics and internal corporate rules, as well as laws within and outside of Japan, is considered the highest priority among corporate activities and is pursued based on the spirit of Konica Minolta Group Charter of Corporate Behavior.

The Chief Compliance Officer, who is appointed by the Board of Directors, is responsible for promoting and overseeing compliance throughout the Group. The Chief Compliance Officer appoints regional compliance coordinators and works together with them to ensure compliance promotion activities are carried out worldwide, in accordance with actual conditions in regions outside of Japan.

Moreover, Internal Hotline Systems (Helpline) have been set up both in and outside of Japan so that employees can report and consult about compliance violations.

Compliance with Antitrust Laws and Anti-Corruption Initiatives

The Konica Minolta Group Guidance for the Charter of Corporate Behavior, a guide for implementing the Charter

of Corporate Behavior, provides specific expectations for behavior regarding compliance with antitrust laws, the prohibition of extortion gifts and entertainment, the prohibition of soliciting or accepting bribes, and a ban on any contact with organized criminal elements.

Every year, the Konica Minolta Group prioritizes compliance with antitrust laws and preventing corruption in its annually renewed compliance promotion plan, considering the expectations of society, the degree of impact on the company and society and the possibility of occurrence. Accordingly, the Group's compliance support office, which assists the Chief Compliance Officer, and the regional compliance coordinators have continued to provide education on these issues in line with the laws, business environment, and customary practice in their regions. Reports on progress of education and issues related to anti-trust laws, corruption and bribery are regularly submitted to the Chief Compliance Officer.

There were no incidents of anti-trust law violations, bribery or corruption in fiscal 2017.

Information Security

Information Security Management

The utilization of information and IT is essential for corporate activities. Konica Minolta understands that information security is one of the most important issues in utilizing all types of information effectively.

Konica Minolta has established an IT security management system at Group companies worldwide and continuously improves IT security levels under the leadership of the President and CEO of Konica Minolta, Inc. and the chief IT security officer, an officer responsible for IT planning and administrative organization at Konica Minolta, Inc.

Senior management at Konica Minolta recognizes the growing threat of cyberattacks today and understands the importance of displaying leadership on the issue, as highlighted by the Cybersecurity Management Guidelines from the Ministry of Economy, Trade and Industry of Japan. Konica Minolta has implemented global IT security measures such as the establishment of a Computer Security Incident Response Team (CSIRT).

Protecting Personal Information of Customers

Konica Minolta takes full precautions to protect the personal information of customers. Konica Minolta has established a privacy policy and rules for the protection of personal information that address the EU's General Data Protection Regulation (GDPR). In accordance with this policy and rules, the Group has established a worldwide system for protecting personal information and properly manages the personal information in its possession. In addition to internal team training on compliance, the Group uses e-learning to keep employees informed of the privacy policy and rules for the protection of personal information.

In the event that a leakage of information, including personal information held by Konica Minolta, is confirmed or liable to have occurred, an event/incident report would be made under the information security management system. The Group would immediately check the facts and degree of impact and submit a report to the Personal Information Protection Commission in Japan and other appropriate authorities in each country.

In fiscal 2017, there were no problems with leaks, thefts or losses of personal information.

Human Rights

Basic Concepts

Human rights are universally valued rights that all people are born with. In today's world, there is a growing awareness that businesses can have a great impact on human rights. In order for a company to remain vital to society, it must recognize the diverse expectations of society and provide solutions through its business activities.

As a company with a globally growing business, Konica Minolta views respect for human rights as one of the basic conditions for its business activities. This aligns with the company's goal of contributing to a sustainable society in which human rights are respected.

In line with social expectations, Konica Minolta has for years been working diligently to address various human rights issues related to its business activities, including human rights respect in the supply chain, employee-related initiatives such as prohibition of discrimination and harassment, and the protection of customers' and employees' personal information. In 2011, the UN Human Rights Council endorsed the UN Guiding Principles on Business and Human Rights, calling on companies to do more to address human rights issues. In response, Konica Minolta identified potential adverse human rights impacts thought to be relevant to its business activities, including its existing human rights-related initiatives.

Looking ahead, Konica Minolta will expand its current human rights-related initiatives by ensuring that they continue to meet social expectations. It also plans to give greater shape to its programs by improving its efforts as needed through stakeholder engagement, including the broader participation of relevant persons within the company.

Potential adverse human rights impacts

- Group employees' human rights:
Working hours, wages and benefits, harassment, discrimination, health and safety, protection of privacy
- Human rights in the supply chain:
Forced labor, child labor, wages and benefits, harassment, discrimination, freedom of association, health and safety
- Customers' human rights:
Protection of personal information

Human Rights Initiatives in the Supply Chain

Konica Minolta aims to help build a more sustainable world, where all people are respected. Toward that end, the Group works at CSR procurement (responsible procurement in the supply chain), in order to facilitate appropriate improvements in labor (human rights) as well as ethics, health, safety, and the environment. These efforts are undertaken not only at the Group's production sites but also at the suppliers from which the Group sources raw materials, parts, and other materials, and to which it contracts production and distribution services.

Human Rights Initiatives Related to Group Employees

Konica Minolta is promoting human rights-related initiatives such as the prohibition of any kind of discrimination and harassment based on race, nationality, gender, gender identity/sexual orientation, religion, belief, or physical disability. In addition, Konica Minolta, Inc. and group companies in Japan implement the PDCA cycle regarding their employees, according to a process of annual risk assessment and appropriate corrective actions based on compliance with laws and regulations related to labor (human rights). Going forward, Konica Minolta will consider establishing a risk assessment and corrective action system for Group employees outside Japan as well.

■ A Konica Minolta Sales Company Receives Anti-Slavery Australia Freedom Award

In November 2017, Konica Minolta Business Solutions Australia Pty. Ltd. received an Anti-Slavery Australia Freedom Award in recognition of its commitment to eliminate exploitation of workers by practicing procurement based on CSR and corporate ethics.



Award plaque

Social Contribution Activities

Konica Minolta Basic Policy on Social Contribution Activities

As a responsible, global corporate citizen, Konica Minolta makes group-wide efforts to address social issues that it can contribute to through its businesses in order to be an entity that is essential to society.

It is also committed to contributing to the creation of a sustainable society by continually engaging in activities that meet local challenges in the various countries where it operates.

Konica Minolta aims to ensure open communication with the local communities where it operates around the world and strives to earn their trust. With this aspiration, the Group aims to contribute to the achievement of SDGs and the creation of a sustainable society, working together with

a wide range of stakeholders, particularly in the three fields of environment, healthcare and sports, and academics, research and education, which are set out in the Konica Minolta Basic Policy on Social Contribution Activities.

Main Initiatives in Fiscal 2017

Protecting the Natural Environment

Supporting Environmental Conservation Activities in Australia

Related SDGs



Over the years, Konica Minolta Business Solutions Australia Pty. Ltd. has been raising funds and sending employee volunteers to support organizations which work to protect the environment. Most recently, for Landcare Week in fiscal 2017, 25 employees took part in weed removal and native tree planting in a bushland area.



Employees participating in an environmental conservation activity

Promoting Community Health and Well-being

Global Activities to Support the Early Detection of Breast Cancer

Related SDGs



Konica Minolta supplies digital mammography units that are effective for early detection of breast cancer. It is said that there is a high incidence of breast cancer for female office workers aged 35 and over. In fiscal 2017, as part of the Breast Cancer Early Diagnosis Project in China, about 430 female office workers aged 35 and over in Shanghai, Beijing and Guangzhou received breast cancer checkups.

Supporting Scholarships, Research, and Education

Collaboration in Science Education by Providing Guest Lectures

Related SDGs



Since fiscal 2012, Konica Minolta, Inc. has been sending newly hired employees to serve as guest lecturers at schools. As of December 2017, the company had offered guest lectures at 42 different schools, reaching a total of 3,540 students. In fiscal 2017, newly hired employees served as guest lecturers for 637 students at seven junior high and high schools in Tokyo, Aichi, and Osaka Prefectures in Japan.

Konica Minolta, Inc. won the Platinum Award of the Education Support Grand Prix 2017 for this initiative.



Learning about copier functions using a manual copier

Supporting Scholarships, Research, and Education

Supporting Careers for Women in the IT Industry

Related SDGs



Konica Minolta supports an NGO undertaking projects to promote women's career development in the IT industry in the Czech Republic and Germany. More than 50 workshops and lectures were held in fiscal 2017 in the two countries, and more than 1,000 women participated.