



KONICA MINOLTA

## Konica Minolta Group Human Rights Policy

### Basic thinking

The Konica Minolta Group has established “Imaging to the People” as its management vision, and aims both to "support people to achieve their own purpose" and "realize a sustainable society" to a greater degree. To achieve this goal, we will strive to fulfill our responsibilities by recognizing respect for human rights as a basic principle of the Konica Minolta Group's business activities.

Based on the UN Guiding Principles on Business and Human Rights, we support and respect the human rights set out in the “International Bill of Human Rights” and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition, we will comply with the relevant laws and regulations of each country in which we conduct business. In the case of deviations between the laws and regulations of a country and international norms, we will attempt to respect and prioritize international norms to the extent admissible by the laws and regulations of a country.

This policy declares the Konica Minolta Group's responsibility and determination to support human rights based on the Konica Minolta Group's corporate philosophy and management vision, and ranks high among the human rights policies in the Konica Minolta Group.

### Scope of application of this policy

This policy applies to all directors, officers and employees of the Konica Minolta Group, which consists of Konica Minolta Inc. and its consolidated subsidiaries. In addition, based on this policy, we will respect human rights and ask business partners and other parties connected to the Konica Minolta Group's business not to violate them.

### Initiatives to Respect Human Rights

#### **1) Elimination of discrimination**

Within our workforce and in our relationships with business partners, we will strive to eliminate discrimination based on race, gender, nationality, age, sexual orientation and gender identity, religion, ethnicity, disability, pregnancy status, ideology, creed, social status, etc.

#### **2) Consideration for employees**

We will respect the diversity, fundamental human rights, and privacy of our employees, strive to eliminate all forms of discrimination within our workforce and in our relationships with business partners, eliminate child labor, forced labor, harassment, etc., and strive to manage appropriate working hours, secure a

minimum wage, provide a safe and hygienic work environment, and respect freedom of association and the right to collective bargaining.

### **3) Consideration for business activities**

We will, in accordance with the human rights principles set forth in the Konica Minolta Group's Supply Chain Code of Conduct, require our suppliers to adhere to those principles when they conduct business with us. In addition, we will work to respect our customers' privacy so that we do not cause them to be discriminated against.

## **Practice of Respect for Human Rights**

### **1) Implementation of human rights due diligence**

We will strive to prevent and mitigate negative human rights impacts by establishing human rights due diligence mechanisms, assessing and identifying potential or actual human rights risks, and addressing them.

### **2) Remedies**

We will use a system that can capture human rights concerns, and when human rights violations are alleged, promptly investigate such allegations, in order to take corrective action through appropriate internal and external procedures if it is clear that we have directly caused or been involved in a negative impact on human rights.

### **3) Education**

We will provide appropriate education to directors, officers, employees, etc. so that this policy can be incorporated into all business activities of the Konica Minolta Group.

### **4) Dialogue with stakeholders**

We will seek expert advice from external stakeholders regarding this policy and our efforts based on this policy to strengthen our commitment to respect human rights.

### **5) Information disclosure**

We will disclose the progress of our efforts to address the negative impact on human rights appropriately through our website and Integrated Reports.

September 13, 2021  
Konica Minolta, Inc.  
President and CEO  
Shoei Yamana

