



Transparency Statement
of Konica Minolta Business Solutions Europe GmbH

with regard to the

UK Modern Slavery Act California Supply Chain Act

- ✎ Referring to: Fiscal Year 2015 (01.04.2015 - 31.03.2016)
- ✎ Publishing date: March 2016

Pursuant to the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54 and to Section 3 of the California Transparency in Supply Chains Act of 2010, Konica Minolta Business Solutions Europe GmbH states that it has taken the measures described below to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its business.

I. Corporate structure and business of Konica Minolta

The Konica Minolta Business Solutions Europe GmbH is part of the Konica Minolta-group, a multi-corporate enterprise of worldwide operating subsidiaries and affiliates with over 40,000 employees under the roof of Konica Minolta, Inc. (KMI).

Konica Minolta is engaged in the development, manufacturing and sale of multi-functional peripherals, printers, equipment for production printing systems and graphic arts, inkjet printheads and textile printers for industrial use, related consumables and solution services, equipment for healthcare systems, measuring instruments for industrial and healthcare applications, and the development, manufacturing and sale of electronic materials (including TAC films), lighting source panels, functional films and optical products.

For more details about the corporate structure and business areas of Konica Minolta see here: <http://www.konicaminolta.com/about/corporate/index.html>

II. Corporate Social Responsibility in Konica Minolta's Supply Chain

Konica Minolta is aware, that it is essential to promote Corporate Social Responsibility (CSR) not only within its own operations - based on its central Charter of Corporate Behavior and region-/business-specific Codes of Conduct derived thereof -, but also across its entire supply chain. Therefore Konica Minolta joined the United Nations Global Compact in 2008 (to affirm its commitment to international standards and principles in the areas of human rights, labour, environment and anti-corruption) and promotes a CSR-based procurement on a group-wide basis, requiring its business partners to observe certain standards related to human rights, health, safety and ethics in their business operations.

Regarding the procurement of goods and services, that are essential for the global portfolio of Konica Minolta, KMI has set up and conducts a "CSR Procurement Promotion Program", which provides several steps to verify, evaluate and address risks for a CSR-compliant procurement. The first step is to set clear expectations of the suppliers. These expectations are primary codified in Konica Minolta's Procurement Policy and in Konica Minolta's Supplier Code of Conduct (SCoC), which is identical with the Code of Conduct of the Electronic Industry Citizenship Coalition (EICC). The EICC is an organization of more than 100 companies, including the world's leading electronics manufacturers and their major suppliers (Konica Minolta is a member of the EICC since 2013). In a next step the suppliers of Konica Minolta are requested to conduct a self-assessment and fill out a questionnaire in order to evaluate, if and to which extent they meet the Konica Minolta's CSR-Standards. If necessary, Konica Minolta demands and supports the implementation of appropriate improvements. Additionally Konica Minolta or assigned EICC-certified organizations perform CSR audits, if this is indicated/advisable in particular cases on basis of the results of the CSR (self-) assessment and/or a concrete suspicion (risk-based approach).

Regarding goods and services, that are procured by a regional/local operating Konica Minolta entity in order to satisfy own or regional/local customer needs, the aforementioned measures are basically taken on a risk-based approach.

Konica Minolta's Supplier Code of Conduct (SCoC) and additional information about Konica Minolta's CSR Procurement Program and Konica Minolta's annual CSR-reports are available here:
http://www.konicaminolta.com/about/csr/csr/suppliers/csr_procurement.html

III. Measures against Slavery and Human Trafficking

III.1 Policies and Contracts

Konica Minolta's basic commitment to human rights and international labour standards - including efforts to eliminate forced labour and child labour - is laid down in Konica Minolta's Charter of Corporate Behavior and the Konica Minolta Group Guidance for Charter of Corporate Behaviour.

Konica Minolta's CSR-related expectations of the suppliers are set out in Konica Minolta's Supplier Code of Conduct (SCoC) and also cover the prohibition of slavery and human trafficking. Point 1 of the SCoC stipulates: "Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. [...] All work must be voluntary and workers shall be free to leave work at any time or terminate their employment."

The Konica Minolta Business Solutions Europe GmbH - being in charge of the strategic procurement for the business technology-sector in Europe - is currently preparing to incorporate this stipulation respectively the adherence to the SCoC in general as an integral part of every supplier-contract, connected with the right to terminate the relationship with the supplier, if he violates these obligations.

III.2 Due Diligence Processes

With regard to the procurement of goods and services, that are essential for the global portfolio of Konica Minolta, KMI performs CSR-related self-assessments and audits at the respective suppliers, which also cover slavery and human trafficking-issues. According to the risk-based approach of KMI's audit activities, audits concerning slavery and human trafficking issues mainly affect suppliers and group production sites in Asia.

Regarding goods and services, that are procured by a regional/local operating Konica Minolta entity in order to satisfy own or regional/local customer needs, the execution of supplier self-assessments and audits is not mandatory, but has to be practiced on a risk-based approach. Notwithstanding the Konica Minolta Business Solutions Europe GmbH is currently preparing to set up a mandatory self assessment- and audit-system for major suppliers as well.

III.3 Training and awareness

Due to the high importance, Konica Minolta attaches to Compliance- and CSR-related issues, Konica Minolta provides various appropriate trainings for its employees in order to convey a fundamental understanding and awareness of the topics and risks behind. With special regard to a CSR-compliant procurement, every Konica Minolta entity, which operates a strategic procurement-department or function, conducts CSR-related on-the-job-trainings for its staff.

Langenhagen, 20.04.2016



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