



KONICA MINOLTA



environmental
social
governance

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) FACTS AND FIGURES

We aim to be a company that contributes to the sustainable growth of society and individuals alike. That's why we've created an environmental, social and governance framework to address these global issues.



SOCIAL



RESPECT FOR HUMAN RIGHTS

GLOBAL GROUP HUMAN RIGHTS POLICY

Based on the UN Guiding Principles on Business and Human Rights. The key areas of focus are:

- Elimination of discrimination
- Respect for diversity
- Respect for employee privacy
- Appropriate working hours
- No child labour or forced labour
- Minimum wage
- Safe and hygienic work environment
- Freedom of association
- Right to collective bargaining

EMBEDDING RESPECT FOR HUMAN RIGHTS INTO OUR SUPPLY CHAIN

WE'RE A MEMBER OF RESPONSIBLE BUSINESS ALLIANCE (RBA)

Four of our factories have an RBA status:



1 PLATINUM



2 GOLD



1 SILVER



EQUAL OPPORTUNITIES

To help progress the aim of diversity, equity and inclusion, we've implemented a **European Diversity, Equity and Inclusion Policy** which features:



Striving for a diverse, equitable and inclusive workplace



No tolerance of discrimination against people on the basis of their age, gender, nationality, sexual orientation or disability status



Clear behaviour codes for all employees

IMPROVING GENDER EQUALITY

We're planning to:

Increase
the percentage of
**WOMEN
IN LEADERSHIP**

Decrease the
**GENDER
PAY GAP**

Introduce
**DEDICATED CAREER PROGRAMS,
MENTORING AND KPIS**

PROMOTING WOMEN IN INNOVATION

50% MORE

female participants in the
Transformation Innovation
Programme (TIP) in 2022
compared to 2015.



EMPLOYEE NETWORKS

With the **Konica Minolta Business Women Network** and **VIBRANT**, the **LGBTQ+ network**, the company encourages an inclusive culture that embraces diversity.

Plus, **AGILE Labs** and a robust **onboarding process for new employees** both encourage building networks and exploring new ways of thinking before rolling them out in the wider business.



GLOBAL DIVERSITY, EQUITY AND INCLUSION LEARNING PATH

We've introduced this to educate employees and reduce unconscious bias, ensuring everyone makes diversity, equity and inclusion an ongoing priority.



EMPLOYEE EVENTS

We organise three global events a year, focussing on topics such as gender equality, the LGBTQ+ community, racism or the experiences of people with disabilities.



WORKING CONDITIONS

TRANSFORMATION INNOVATION PROGRAMME (TIP)

TIP offers all employees the opportunity to work on future challenges in creative cross-functional and pan-European teams for six months.

FLOURISH

This is an employee area on the intranet to help employees get the most out of their journey with the company.

Information is structured at 5 different stages of their career:

- "Embed" to help employees get started
- "Nurture" with feedback to employees, managers and the company
- "Grow" enables employees to develop their skills and mindsets
- "Thrive" support employees in reaching a healthy workflow-life balance
- "Shine" celebrates people's success



MOVE GLOBAL

We offer our employees the chance to relocate and work in Konica Minolta offices abroad.



GLOBAL OCCUPATIONAL SAFETY AND HEALTHCARE POLICY

This policy aims to build a healthy, safe and supportive workplace environment by implementing safety and healthcare initiatives that emphasise daily preventative actions.

FAMILY SUPPORT

We offer childcare and, in some countries, care for elderly relatives.



'NEW WAY OF WORK'

This pilot initiative in our European headquarters gives employees unrestricted freedom to choose whether to work from home, in the office or adopt a hybrid model.