



## KONICA MINOLTA

The California Transparency in Supply Chains Act (“Act”) requires manufacturers and retailers doing business in California to report on their websites the activities they engage in to ensure that their supply chains are free from slavery and human trafficking.

Konica Minolta Business Solutions U.S.A., Inc. (“Konica Minolta”) is committed to observing the highest ethical standards in the conduct of its business and has programs in place to effectively manage the risks of slavery and human trafficking throughout our supply chains.

Our Code of Conduct (“Code”) serves as a guide for all our employees and third-party business partners, including suppliers, distributors, consultants and other business partners. Our Compliance Program also contains specific provisions addressing human rights, labor rights, and business conduct to evaluate and address risks of human trafficking and slavery.

To that end, our employees must comply with the principles in our Code and Compliance Program. Failure to comply with the Code or Compliance Program may subject violators to disciplinary action, up to and including termination of employment. Konica Minolta also expects the same commitment to the highest ethical standards and compliance with applicable law, including, human trafficking and slavery from our business partners.

Konica Minolta complies with all applicable federal, state and/or provincial, regional, municipal, and local laws, codes, regulations, rules, ordinances, decrees, permits, registrations and orders. We specifically highlight the requirement to comply with laws addressing human trafficking, forced labor, and slavery.

In addition, Konica Minolta may audit our supply chain partners by conducting visits and/or having third-parties conduct visits or monitor the supply chain to ensure compliance with applicable law, including compliance with prohibitions on slavery and human trafficking. Konica Minolta also requires business partners to comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

The Konica Minolta Ethics Hotline, **1-866-604-1225**, where permissible under local laws, is available to all employees, directors and contractors, as well as our business partners, their employees or their subcontractors. The Hotline, where permissible, enables the reporting of noncompliance by Konica Minolta business partners, their employees or subcontractors. Callers may remain anonymous when reporting an issue. Konica Minolta employees who do not act promptly to report noncompliance matters may be subject to disciplinary action.

Finally, we reserve the right to evaluate (and may use third parties to evaluate) our supply chains for risk, including human rights violations and labor risks such as human trafficking and slavery. In the event concerns arise, we will investigate the matter and take appropriate actions to mitigate the risk by either terminating the relationship or remediating to ensure our business partner is in compliance with our Code.



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### **California Transparency in Supply Chains Act of 2010 Disclosure Statement**

The California Transparency in Supply Chains Act of 2010 (the Act) requires retail sellers and manufacturers doing business in California with over \$100 million in worldwide gross receipts to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.

- *Verification:* Konica Minolta engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery.
- *Audit:* Konica Minolta will conduct audits of suppliers to evaluate supplier compliance with company standards for human trafficking and slavery in supply chains.
- *Certification:* Konica Minolta will require direct suppliers to certify that materials incorporated into their products comply with the laws regarding slavery and human trafficking in the country or countries in which they are doing business.
- *Internal Accountability:* Konica Minolta maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking.
- *Training:* Konica Minolta provides company employees and managers who have direct responsibility for supply chain management with training in human trafficking and slavery with respect to mitigating risks within the supply chains of products.