



KONICA MINOLTA

# MODERN SLAVERY TRANSPARENCY STATEMENT

At Konica Minolta, we are committed to promoting sustainable development and profitable growth. Our goal is to improve the quality of human life with our corporate activities. We also want to support our customers as they strive to hit their sustainability targets.

## COMPANY OVERVIEW

Konica Minolta Business Solutions (UK) Limited ('the Company') is the UK operating subsidiary company of Konica Minolta Inc. ("KMI"), a multi-corporate enterprise of worldwide operating subsidiaries and affiliates with just under 40,000 employees.

KMI 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; 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 KMI see here: <http://www.konicaminolta.com/about/corporate/index.html>

The Company specialises in the provision of managed print and document management solutions, managed IT solutions and the related software and support services, working in partnerships with SMEs, enterprises, public sector organisations and central government departments across the UK. As at FY23, the

annual turnover of the Company is in excess of £124 million. The Company's Operational Hub is in Basildon, Essex, and operates out of 5 offices across the UK with over 760 employees.

This statement has been prepared and produced pursuant to section 54 of the Modern Slavery Act 2015 and is applicable to the Company and its UK subsidiaries.

## OUR SUPPLY CHAINS

Our parent company, Konica Minolta Inc., ("KMI") are the manufacturer and supplier of the products we offer.

KMI 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 labour (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.

KMI produce a Sustainability Report each year which details their commitment to ethical trading.

## OUR POLICY AND COMMITMENT

Konica Minolta's modern slavery framework is underpinned by internationally recognised laws and standards including, but not limited to:

- United Nations Global Compact
- UN Guiding Principles on Business and Human Rights
- Responsible Business Alliance (RBA)
- Universal Declaration of Human Rights
- ILO International Labour Standards
- Sustainable Development Goals (SDGs)
- Modern Slavery Act 2015

The Company has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all business

dealings and with our supply chain, which includes business partners, suppliers, subcontractors and other third parties who provide or deliver any goods or services to the Company.

The Company does not support or deal with any business that is knowingly involved in slavery and/or human trafficking and takes appropriate steps to ensure transparency within its own business and its supply chain.

## OUR POSITION

Here in the UK, as a business-to-business company, the way we choose and deal with our suppliers and sub-contractors can have an impact on modern slavery within our supply chain. To demonstrate our commitment to the Modern Slavery Act 2015 and ethical sourcing, the Company has undertaken the following actions during the financial year 2023/2024 and is continually improving on them:

- Updated the Modern Slavery and Ethical Sourcing Policy demonstrating the Company's commitment in these areas.
- Benchmarked our current policies, procedures and practices relating to modern slavery and ethical sourcing with leading practices, identified any gaps and appropriate action plans.
- Revaluated a Supplier Code of Conduct (CoC), readily available to all suppliers and customers of the Company, setting out our minimum standards and expectations in all areas of corporate ethics, including not only modern slavery and human trafficking, but also health & safety, environment, conflict of interest, data protection, anti-bribery and corruption.
- Introduced a stringent supplier procurement selection process including due diligence, pre-qualification questionnaires and a risk assessment process.
- Implemented procurement guidelines and supplier standard contractual clauses in the Company's supplier agreements that promote the virtues of compliance with the Modern Slavery Act 2015 and to compel its suppliers to give undertakings to implement their own steps to comply with the provisions in their dealings with the Company and other business partners.
- Analysed the different risk levels of our business supply chain to determine the highest risks to modern slavery.

- Implemented right to work checks on all employees as they go through the recruitment process.
- Promoted awareness relating to the provision of the Modern Slavery Act, and the potential risks facing the Company, through internal training and presentations to the employees who are engaged in dealings with the Company's suppliers.
- Ensured that the Company's recruitment policies, procedures and practices are appropriately designed to minimise the risk of human trafficking and modern slavery exploitation.

We are also currently building on this by improving the way we undertake supplier reviews, which includes:

- Developing a system for supply chain audit and verification whereby the Company will regularly evaluate potential and existing suppliers before entering into an agreement and/or renewing existing arrangements.
- Conducting regular supplier due diligence by seeking and obtaining written declarations from suppliers confirming that they are not only aware of the Modern Slavery Act but have taken, and will continue to take, positive steps to address the global problems of human trafficking, compulsory labour, servitude and forced bonded employment and will comply with the provisions of the Modern Slavery Act 2015.

## OUR PEOPLE

Konica Minolta values diversity and the positive contribution that it brings to our colleagues and customers. We are committed to offering fair and equal treatment to all colleagues, customers and contractors and have ensured that the Company's recruitment policies, procedures and practices are appropriately designed to minimise the risk of human trafficking and modern slavery exploitation.

This statement has been approved by the Company's Senior Management Team and will be reviewed and published annually. It is available from our website together with copies of our Modern Slavery and Ethical Sourcing Policy and Suppliers' Code of Conduct.

**Rob Ferris, CEO**  
**June, 2024**

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*Rob Ferris*  
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Konica Minolta's Supplier Code of Conduct (CoC) and additional information about Konica Minolta's Corporate Social Responsibility in Konica Minolta's Supply Chain are available on our website [www.konicaminolta.co.uk](http://www.konicaminolta.co.uk)

## Record of Revision

REVISION NO.	REVISION DATE	DESCRIPTION OF CHANGE	SECTION
9	20.06.2024	Annual review	All