

## COMPLIANCE STATEMENT FOR THE MODERN SLAVERY ACT 2015 covering the year 1 April 2020 to 31 March 2021

Approved by the Board of Kyocera Document Solutions UK Limited on 28 July 2021.

### Organisation structure and supply chains

KYOCERA Document Solutions (U.K.) Ltd (KDUK) is committed to ensuring good labour practice along its entire supply chain. KDUK is the UK sales and marketing subsidiary of KYOCERA Document Solutions Inc. (KYOCERA), which is the office equipment division of KYOCERA Corporation, a global corporation with headquarters in Japan. As such, KDUK's main business is the supply of printer and copier hardware manufactured by its parent company, together with consumables, accessories and software associated with these products and an increasing portfolio of content management, Unified Communications and ICT services.

KYOCERA Document Solutions Inc. owns and operates its own factories according to the KYOCERA Philosophy and in line with the principles of the UN Global Compact on Human Rights. It has adopted the KYOCERA CSR Guidelines as its code of conduct for business activities throughout the Group, which includes commitments to respect the human rights of employees and to eliminate forced labour and child labour. This provides a high level of confidence that there are no human rights violations at the manufacturing stage of the largest part of KDUK's supply chain.

KDUK has a long history of working with a carefully selected group of business partners in order to provide its services and associated products to its customers. KDUK's main suppliers of hardware products are reputable international companies themselves with their own modern slavery act controls.

Aside from the products for resale supplied by its parent company, KDUK's supply chain primarily provides office consumables and services, in most cases via resellers.

### 1. Policies in relation to slavery and human trafficking

KDUK manages its business according to the KYOCERA Philosophy, and in line with the 10 principles of the UN Global Compact on Human Rights, of which KYOCERA Corporation is a signatory.

In response to the risk of modern slavery and other human rights and environmental concerns, KYOCERA Document Solutions Inc. distributes its Supply-Chain CSR Deployment Guidebook (updated in October 2019 and available here:

[https://www.kyoceradocumentsolutions.com/social/partners/pdf/Supply-chain\\_CSR\\_Procurement\\_Guideline\\_Ver3\\_en.pdf](https://www.kyoceradocumentsolutions.com/social/partners/pdf/Supply-chain_CSR_Procurement_Guideline_Ver3_en.pdf)) to new suppliers. This provides them with guidance about the prohibition of child, bonded slave or forced labour. Suppliers inside and outside Japan are also required to complete self-assessment questionnaires and attend training.

Kyocera Corporation itself adheres to 18 of the UN's International Labour Organisation Conventions in the manufacture of its products. These include the conventions on forced labour (C029 & C105).

During 2020, KDUK introduced a new set of Social responsibility guidelines which includes the following statements

### **Human rights and working conditions**

- We respect human rights.
- We respect the rights of our employees and are committed to combating any form of abuse or harassment. We encourage the creation of an attractive and motivational working environment by endeavouring to achieve a free exchange of opinion and information with our employees.
- We respect the right of our employees to form associations.
- We condemn forced labour and child labour.
- We condemn unfair and discriminatory treatment.
- We comply with minimum wage legislation.

We also updated our supplier selection procedure to ensure that all selected suppliers confirm their agreement with these principles before we procure from them.

## **2. Due diligence processes**

Since April 2015 CSR Supplier Selection Evaluations are conducted for local KDUK suppliers, at the point of appointing a new supplier, to ensure that the CSR policies of suppliers of products and services to KDUK are aligned with the KYOCERA CSR Guidelines, including the prohibition of forced, bonded and child labour.

Employees have access to a number of “speak-up” channels to report wrongdoings, including cases of mistreatment of other employees.

Checks we carry out as part of our employee onboarding process would uncover practices typically associated with modern slavery such as the retaining of passports.

In addition, we work with recognised bodies, such as the UK National Living Wage Foundation to both acknowledge and support employees to receive the appropriate compensation to live in the UK.

## **3. Risk assessment and management**

The greatest risk of slavery and human trafficking lies in the raw materials stage, where KYOCERA relies on third party suppliers of the materials and components contained in its products. KYOCERA’s manufacturing arm concludes a written pledge with suppliers which includes requesting them to immediately notify us when they find any conflict minerals in their supply chain. During 2017/18, KYOCERA conducted a survey of suppliers, not only in Japan, but also in China and Vietnam where it has plants on their use of conflict minerals. Furthermore, KYOCERA conducted due diligence on suppliers who answered that they purchase conflict minerals from the Democratic Republic of the Congo (DRC) or its neighbouring countries.

#### 4. Key performance indicators to measure effectiveness of steps being taken

During 2020/21 we set an objective for all of our HR team to be trained in Modern Slavery Risk. We will continue this goal during 2021/22, but also train the rest of the organisation in Modern Slavery Risks.

#### 5. Training on modern slavery and trafficking

KYOCERA carries out training of the manufacturing supply chain in relation to labour conditions. During 2020/21, our human resources team was trained in spotting the signs of slavery in potential employees and contractors. During 2021/22 we will train the entire team on modern slavery and trafficking issues specifically. All employees are also made aware of the “speak up” channels.

Signed:

**[signature reacted for published version]**

Rod Barthet  
Managing Director  
KYOCERA Document Solutions (U.K.) Ltd  
28 July 2021