



KONICA MINOLTA

Office of the High Commissioner for Human Rights  
Palais des Nations  
CH-1211 Geneva 10, Switzerland

For the attention of the UN Working Group  
on Human Rights and Transnational Corporations  
and Other Business Enterprises (the “**Working Group**”)

*Via email:* [wg-business@ohchr.org](mailto:wg-business@ohchr.org)

30 November 2018

To the distinguished members of the Working Group:

**Submissions regarding the Working Group’s Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights**

Konica Minolta Business Solutions Australia Pty Ltd (“**Konica Minolta Australia**”) thanks you for the opportunity to make submissions to the Working Group on the specific questions/issues designed to facilitate focused feedback.

Konica Minolta Australia is a fully owned subsidiary of Konica Minolta Incorporated (“**KMI**”). Konica Minolta Australia is a market leading provider of integrated print hardware and software solutions, 3D printing and robotics with the power to transform the business environment.

**Our commitment to Human Rights**

Both globally and locally, Konica Minolta Australia takes the protection of human rights seriously. KMI, a Japanese Incorporated company, is an active member of the Responsible Business Alliance (RBA), formerly known as the Electronic Industry Citizenship Coalition or EICC, a network of companies committed to supporting the rights and wellbeing of workers affected by the global electronics supply chain. Locally, Konica Minolta Australia works to cascade global practice in our value-chain by taking action to embed ethical sourcing. We also work closely with civil society to support their efforts to uphold the rights of victims of human trafficking in Australia and Cambodia.

Our Human Rights Position Statement first published in December 2016 sets out Konica Minolta Australia’s commitment and approach to the mainstreaming and implementation of human rights across our business, which are aligned with the Sustainable Development Goals as well as key internationally recognized human rights laws and standards. We deliver on this commitment in three key areas:

- 1. Our people** - by respecting and promoting the human rights of our employees, such as through the launch of our Gender Equality Strategy in December 2016 and the implementation of progressive policies, such as Domestic and Family Violence Support and our Indigenous procurement strategies.
- 2. Our Customers** – by engaging with human rights in our value chain through the launch and implementation of our Ethical Sourcing Roadmap and our Supplier Code of Conduct.
- 3. Our Community** – by supporting human rights through our non-profit partners, business and human rights networks and in pursuing our vision of being a business leader in human rights in Australia and the region.

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### **Our commitment to Gender Equality**

As part of our commitment to human rights, gender equality is of paramount importance for Konica Minolta Australia. We have been the first in our industry to be recognised as an Employee of Choice for Gender Equality with the Workplace Gender Employment Agency (“WGEA”). We have held this honour for two consecutive years (2016, 2017) and we have now submitted our application for accreditation for a third year running.

In promoting gender equality across our business, we have published a number of policies and established a Diversity & Inclusion Committee with Senior Executive representation, chaired by our Managing Director, Dr David Cooke. Dr Cooke, is also a Champion with the Male Champions of Change<sup>1</sup> program which “works with influential leaders to redefine men’s role in taking action on gender inequality. It activates peer groups of influential male leaders, supports them to step up beside women, and drives the adoption of actions across private sector and government.”

One of the policies we implemented in November 2015 was a Domestic and Family Violence Policy, which was developed in consultation with the University of New South Wales and our non-profit partner, the Women’s Legal Service of Queensland. It is now an active part of our business, with a thorough implementation plan and proper processes in place, which have developed and been refined over the past 3 years in response to policy evaluations and employee feedback.

In December 2017, as part of the 16 Days of Activism to End Gender Based Violence, the UN Women National Committee Australia, published their report ***Taking the first step: Workplace responses to domestic and family violence***<sup>2</sup> in which Konica Minolta Australia and its Domestic and Family Violence Leave Policy were featured. We were one of the 13 companies interviewed for the report, all of which are leading the field with regard to their response to gender-based violence. Our Policy includes provisions for perpetrators of Domestic and Family Violence that are taking steps to address their behaviour.

Konica Minolta Australia supports Project Futures<sup>3</sup>, an Australian NGO, through donations, workplace giving and volunteering. Project Futures works to raise awareness and funding for programs dedicated to combating human trafficking and sexual exploitation and its effects globally, which disproportionately, which disproportionately impact women and girls.

Equality among employees, including women’s participation in leadership is crucial to our business. Konica Minolta Australia has targets to increase gender diversity, and a commitment to ensure pay parity. To increase equality for all employees we have additional paid parental leave, flexible work arrangements and a Diversity & Inclusion Committee that continually reviews and refines our approach to gender based issues.

### **Submissions on Specific Questions/Issues for the Working Group**

*3. How to address sexual harassment and sexual or physical violence suffered by women in the business-related context, including at the workplace, in supply chains and in surrounding communities? Please share any good practices which have proved to be effective in dealing with sexual harassment and violence against women.*

(a) Sexual Harassment

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<sup>1</sup> For further information please see <http://malechampionsofchange.com/>.

<sup>2</sup> Available here: [https://unwomen.org.au/wp-content/uploads/2017/12/Taking\\_the\\_First\\_Step\\_UNWNCA\\_Report.pdf](https://unwomen.org.au/wp-content/uploads/2017/12/Taking_the_First_Step_UNWNCA_Report.pdf)

<sup>3</sup> For further information please see <https://projectfutures.com/>



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In 2012, the Australian Human Rights Commission recorded that one in four women and one in six men reported experiencing sexual harassment in the workplace. Konica Minolta Australia has a zero-tolerance approach to harassment, bullying and discrimination, including sexual harassment in the workplace. This is clearly articulated at a policy level and is embedded via online training and face-to-face workshops.

This year we are running face-to-face workshops in all geographic locations in a concerted effort to eliminate harassment, discrimination and bullying. The workshops also address the importance of identifying unconscious bias as a way of promoting a diverse and inclusive workplace culture and addressing gender bias in traditionally male dominated industries like our own. People managers are also required to attend additional training as a 'custodian of culture'. The workshops are interactive in nature and involve actors illustrating typical workplace interactions to reinforce key learnings and promote discussion.

The Business conducted a recent employee survey (Aug 2018) concerning diversity and inclusion, with a special focus on gender-related aspects, in which responses were received from 81% of employees, 90% either agreed or strongly agreed with the proposition that sex-based harassment is not tolerated at Konica Minolta Australia. The survey has been an important tool for the business to measure the success of initiatives and policies already underway and to identify priority areas for future progress. The results of the survey are reviewed by the D&I Committee, thus providing a formal vehicle for driving ongoing action within the business.

#### (b) Domestic & Family Violence as a Workplace Issue

As outlined above, Konica Minolta's Domestic and Family violence policy can be seen as an example of good practice, that is, one that is evidence-based, developed in consultation with experts and civil society, is subject to regular review. Its key features include up to 10 days of additional paid leave, trained accessible 'go to' people, provision for perpetrators to seek help, relocation assistance, access to flexible working arrangements and holistic support including additional referrals as required.

#### (c) Ending Sexual Exploitation & Slavery

As part of our broader commitment to human rights as part of our Corporate Social Responsibility strategy, Konica Minolta supports a female/survivor led NGO, AFESIP<sup>4</sup>, on the ground in Cambodia, through our charity partner, Project Futures, that assists women and girls who are victims of sex slavery and human trafficking and of other forms of sexual and gender based violence. In providing this support, we recognize the overwhelmingly gendered nature of sexual exploitation and our capacity as a business not only to contribute financially but also to provide technical assistance and capacity building as appropriate and to leverage our position, influence and networks to have a positive and lasting social impact.

For the past two years, we have run a 'Corporate Immersion Tour' to Cambodia in conjunction with the civil society organisations that we support, as a mechanism to raise awareness and provide further support for their work. The trip is designed in such a way as to also support social enterprises which provide skills training and employment opportunities to young people at risk or who have survived abuse or exploitation. In addition, we stay in hotels that

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<sup>4</sup> <http://www.afesip.org/>



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support these messages of non-exploitation, connecting our commitment to improving the lives of women and girls with the financial impact we can have through our corporate expenditure.

*4. Which State laws and policies or social, cultural and religious norms continue to impede women's integration into economic activities and public life generally?*

Women still undertake the majority of the unpaid caring work in Australia - whether that's caring for children, or a family member or friend with disability, chronic illness or frailty due to older age. In order to address this we need to see more support for and prevalence of genuinely flexible work that reflects the needs of employees and their families and parental leave as well as the encouragement of all employees availing of such policies, not just women. Changing gendered terminology is one aspect of shifting societal norms, such as moving to the use of 'parental leave' rather than 'maternity leave'. In addition, measures to address long-term financial disadvantages faced by women as a result of their roles as primary carers are needed, such as the payment of superannuation entitlements during periods of parental leave. These are all changes that we have championed at Konica Minolta.

*5. Are there any good practices of integrating a gender perspective into States' economic sphere (e.g., state-owned enterprises, public procurement agencies, trade missions, export credit agencies, privatisation of public services, public-private partnerships, and trade and investment agreements)?*

The Australian Workplace Gender Equality Agency (WGEA) Employer of Choice Accreditation is a key example of good practice of integrating a gender perspective into States' economic sphere. The key focus of that agency and the tools and mechanisms that it provides for adoption by businesses engender discussions about women's economic participation at all levels of society and within business, thus creating a catalyst for change, avenues for benchmarking and objective measures of progress.

*7. What is the extent to which businesses currently apply a gender lens in conducting human rights due diligence, including social or environmental impact assessment?*

We presently apply a gender lens in conducting human rights due diligence in our supply chain through our Supplier Code of Conduct which specifically addresses and prohibits discrimination on the basis of "age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, or union membership, in hiring and other employment practices such as promotions, rewards and access to training." (emphasis added) and the questions asked of our Suppliers in conducting such due diligence are not limited to addressing the risk of modern slavery, but covering broader human rights risks, recognizing the intersectionality of race, gender and other factors in the experience of discrimination and other human rights violations. This is facilitated by engaging employees with specialist expertise in human rights to lead and manage our Ethical Sourcing Program.

*8. Are there any good practices of business enterprises adopting a gender perspective in making human rights policy commitments, addressing the gender wage gap and underrepresentation of women in boards and senior positions, or involving affected women in meaningful consultations and remediation processes?*

Seeking and obtaining accreditation from the WGEA provides a structure for identifying where there may be issues in the business and a justification for remedying them, whilst providing transparency and objective oversight of progress towards commitments. Konica Minolta's Human Rights Position Statement is another example of good practice of adopting a gender perspective and making specific and public commitments in relation to the gender pay gap and increasing women's participation in a traditionally male-dominated industry such as ours.



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*9. What is the role of businesses in dealing with domestic laws, policies and societal practices which are discriminatory to women?*

We see the role of business as being a voice of advocacy, of thought leadership, demonstrating real change through practical action and seeing business as a microcosm of society. As such, businesses can play a key role in contributing to changing societal attitudes to women's participation in the workforce. Ultimately, the duty to uphold human rights is a state responsibility, so businesses can play an important role in advocating for change through peak bodies or programs such as the Male Champions for Change and by signaling the importance of addressing gender inequality by seeking to align with initiatives that support gender pay parity and equal participation such as the WGEA. Businesses can also help to identify and illuminate the nature of gender discrimination in the workplace and in business by collecting data through surveys and reporting on progress as well as demonstrating the negative impact for the economy of the lack of pay parity and the lower levels of participation by women in the workforce.

*14. Please provide any additional comments, suggestions or information which you think may be relevant for the Working Group's forthcoming report on the gender lens to the UNGPs.*

We thank you for the opportunity to participate in this consultation. Should any further information be required, enquiries can be directed to:

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