



Commitment
to diversity
and social
responsibility

RICOH
imagine. change.



The Ricoh way

Diversity of people. Diversity of thought.

As we evolve the organization, our core mission, vision and values remain the same. This is who we are.

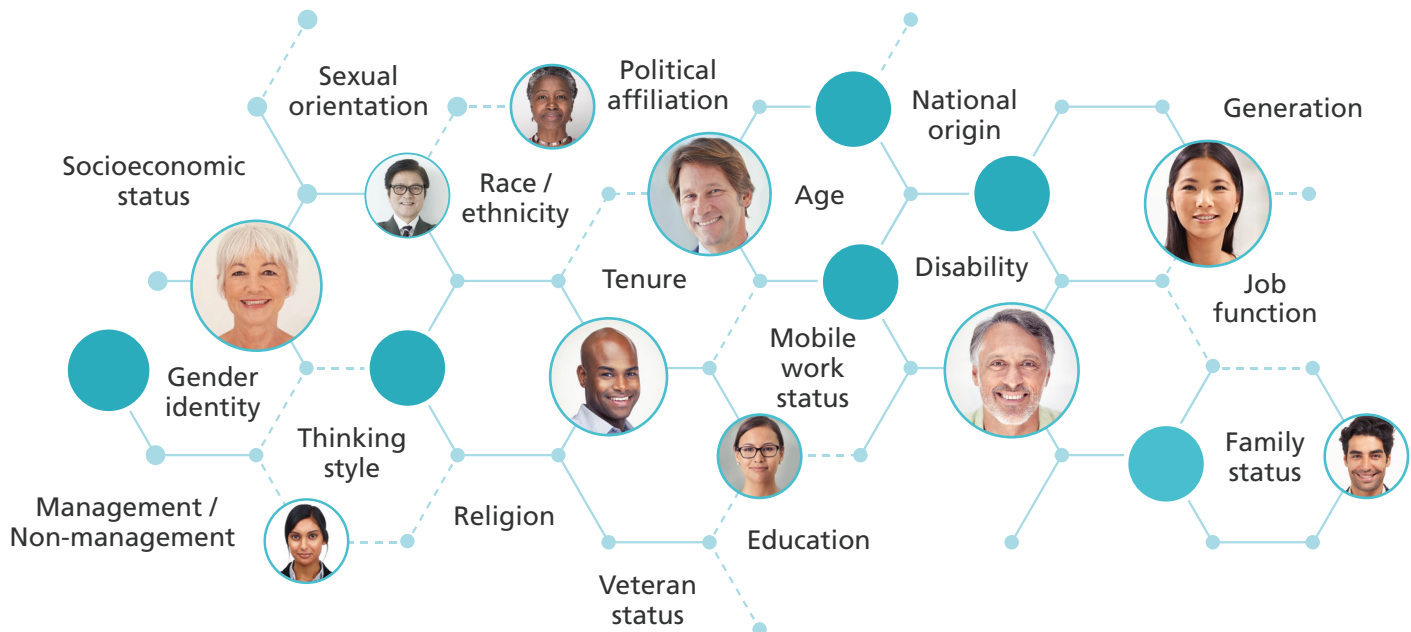
As one of our founding principles, we believe the diversity of our people represents one of our greatest strengths. We are committed to taking action to enrich our culture, as well as celebrate equality and respect.

Outthink ordinary

Broadening the definition of diversity

Our definition of diversity is constantly evolving – extending beyond race and gender to encompass multiple dimensions of similarity and differences shaped from our rich variety of experiences.

We believe that innovation comes from seeking out and inspiring diversity in all its dimensions.



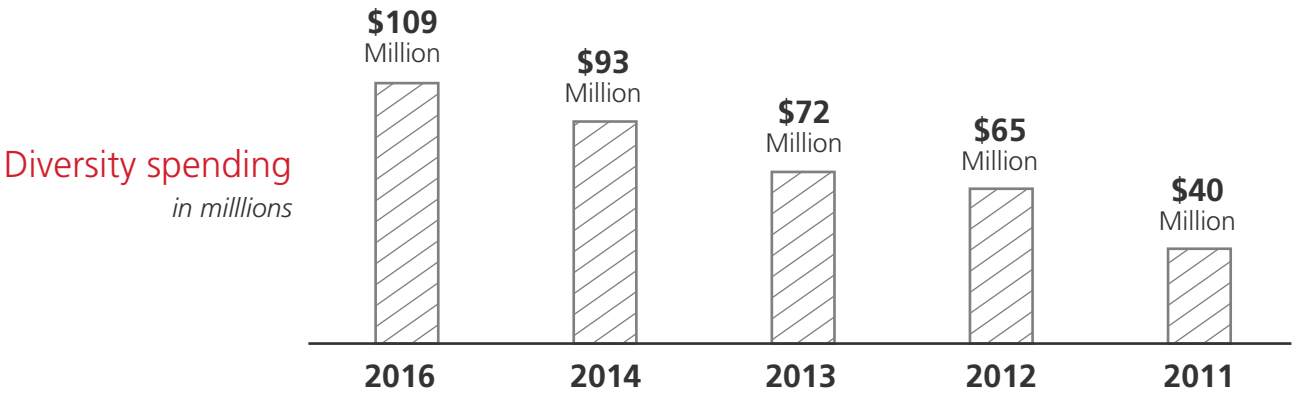
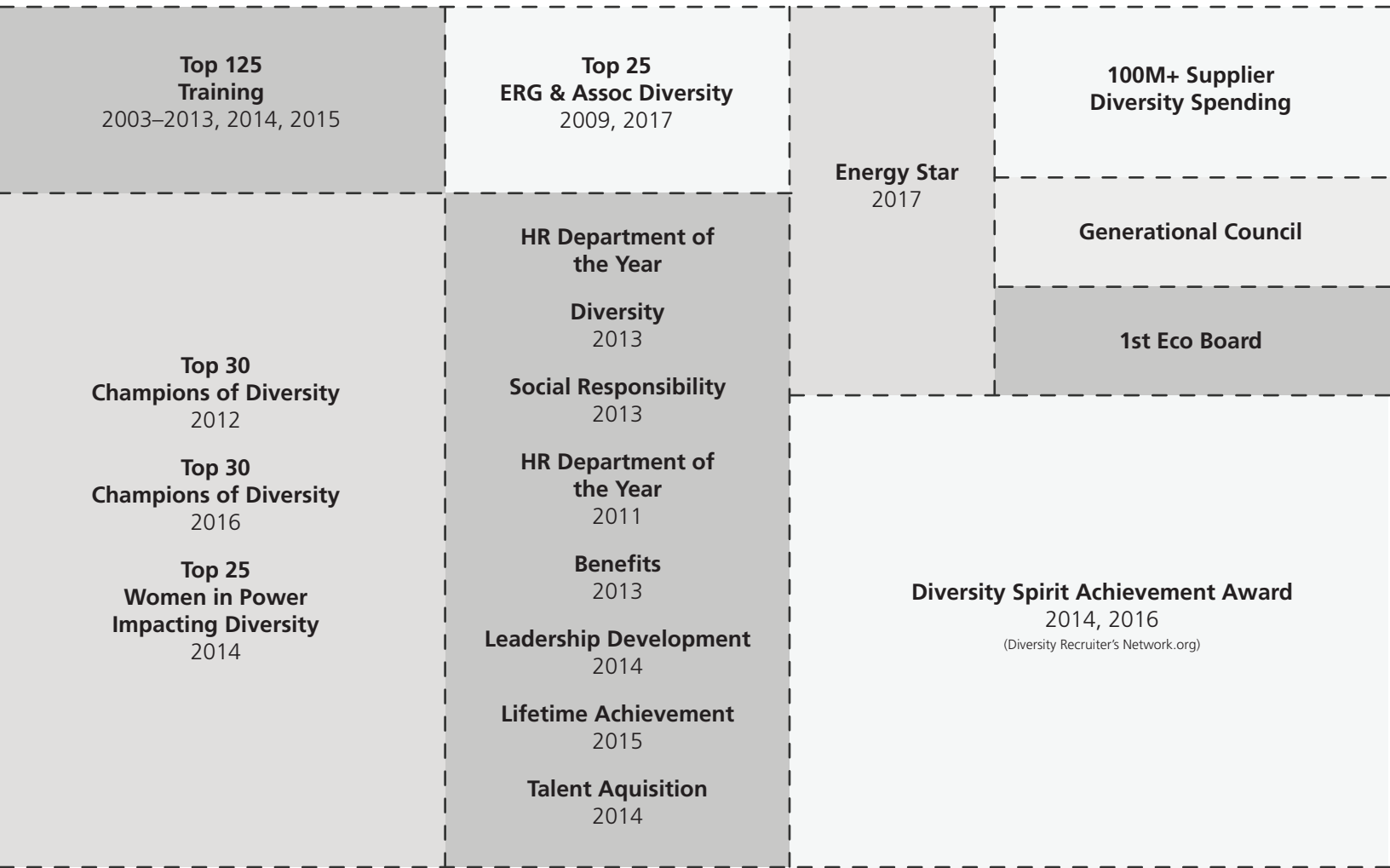
Social responsibility and sustainability

Through a commitment to green initiatives and sustainability, we not only want to improve the world of work, but the environment as well.



Our Diversity Journey

An always-evolving initiative





Promoting diversity and inclusion

Corporate Diversity & Social Responsibility Council

Ricoh's Diversity and Social Responsibility Council was formed in the late 90s to help build and promote diversity, community outreach and environmental awareness within Ricoh.

Having a formalized council strengthens Ricoh's diversity and social responsibility efforts and serves as an advisory board to senior management, championing the voice of our internal and external customers.

The Council provides guidance and strategy for diversity and social responsibility policies, initiatives, programs and best practices, while upholding the global values of The RICOH Way.

Living diversity and inclusion locally

Local diversity & social responsibility councils

We have local Diversity and Social Responsibility Councils across the nation to help promote understanding and awareness throughout their regions and give back to local communities.

Our councils educate employees and communities and get involved to support diversity and social responsibility initiatives.

They participate in Ricoh's Diversity Academy to gain focus and understanding around diversity and share best practices.

Focus areas:

- Supplier diversity
- Diversity recruiting
- Environment/sustainability
- Community service and caring
- Customer partnerships



Working with small and diverse companies

A positive economic impact

We work to increase and sustain economic opportunities for minority-owned, small, small-disadvantaged, women-owned, veteran-owned, disabled-owned, LGBT and HUBZone businesses. In 2001, we formalized this commitment through the establishment of our Supplier Diversity Program.

\$109 million:

Spent on diversity initiatives in 2016



\$481M million:

Amount of cumulative wealth resulting from working with diverse businesses



Generational council

Working side-by-side: Millennials to boomers

Traditionalists,
born prior to 1946



Baby Boomers,
born 1946–1964



Generation X,
born 1965–1976



Millennials,
born 1977–1997



Generation Z, born
after 1997



By 2020, there will be five different generations working side-by-side in the workplace. Each has its own communication styles, expectations, habits and motivators.

At work, generational differences can affect everything including recruiting, building teams, dealing with change, motivating, recognition, managing, and maintaining and increasing productivity.

Different generations; different attitudes

Ricoh has responded by developing a Generational Council. As part of the Council, Ricoh employees of all ages provide guidance and input on what attributes are most important to them in an employer. Understanding these characteristics can foster a work environment rich in collaboration, creativity and innovation by tapping into the talents of each generation.



Diversity recruiting outreach

Building a talented and diverse workforce

With over 24,000 employees operating from hundreds of locations across the U.S., Canada and Latin America, our strength is in our people and the relationships they forge with our customers.

Through our alignment with the DirectEmployers association and U.S. Department of Labor, we post positions with Career One Stop – centers across the country that work with candidates with disabilities, older workers, veterans and more. We also work with community based, non-profit organizations focused on advancing diversity in the workplace and military organizations that assist service men and women with their transition to the civilian job market.

We want to be a reflection of the world around us.

To attract a diverse pool of talented individuals, we advertise job opportunities on many diversity networks including NAACP.org, HispanicOnline.com, AsianAve.com, HireVeterans.com, MinorityJobsite.com, WITI (Women in Technology International) and more.



National community impact

Supporting diversity through charity

We won't be satisfied until every aspect of our business reflects the rich diversity of the people and communities who touch Ricoh's world. Nationally, we band together to support a variety of organizations through both our company and employee's philanthropy.

Historically, Ricoh contributes countless volunteer hours and nearly \$1M annually back into our communities. Some of the groups that benefit directly from the company and our employee giving include:

United Way

Annual campaign, fundraising and volunteer day

American Cancer Society

Relay for Life

American Red Cross

Natural disaster relief + support

Intel International Science & Engineering Fair (ISEF)

RHealth for Heroes

virtual walk/run to support U.S. Veterans

Ricoh Scholarships for children of employees

United Negro College Fund (UNCF) Scholarships



Giving back in local communities

Supporting diversity through local charities

Local Diversity and Social Responsibility Councils across the country are focused to making an impact within their local communities. Each Ricoh office has the flexibility to support the causes that best resonate within their communities.

Supporting diversity & inclusion with a national reach and a local touch.



Golf charity events



Car washes



Walkathons and marathons



School supply drives



Eco projects



Clothing drives



Executive Speakers Bureau



Veterans Hiring



Food banks



Rewarding good deeds

Recognizing dedication to the Ricoh Way

Ricoh Recognizes is our national program that acknowledges our employees' hard work and dedication, and their commitment to the values of the Ricoh Way. It includes two community awards:

Community Involvement Award

Awarded to a charity that a Ricoh employee volunteers with on an ongoing basis. The charity receives a \$1000 donation on the employee's behalf.

Community Caring Award

Recognizes the group effort of Ricoh employees involved in a community service activity. The winning team's charity receives a \$1,500 donation on their behalf.



Dedication to sustainability

The Ricoh Way means the right way for the planet

Ricoh's duty is to not only look out for our customers, suppliers and employees, but society and the planet, too. So when we pursue success, there's only one way we want to achieve it — responsibly. We've been an ENERGY STAR partner for more than 20 years and have aggressive sustainability goals for the future. We plan to switch to renewable energy at 30% of Ricoh locations by 2030 and 100% by 2050.

We've also launched many strategies to implement sustainable environmental management.

Ongoing initiatives

Earth Day



Ricoh employees recycled **22,216 toner cartridges**, avoiding **75,534 pounds** of plastic and metal from ending up in landfills.

America Recycles Day



We host an electronics recycling event to practice and support **"Zero Waste to Landfill"** efforts.

Solar Array



A solar panel grid that will supply more than **50 percent** of the energy needed to operate our West Caldwell, New Jersey facility.

Eco billboards



Powered by **100% renewable energy**, billboards are installed in major cities across the world, including London, Tokyo and Sydney.

Ricoh Eco Action

Learn more about our sustainability initiatives



Our dedication and journey continues

Diversity and social responsibility efforts will continue

Ours is an ongoing story of ongoing support from the company and dedication of our employees. Ricoh is committed to continuing to engage in diversity initiatives and social responsibility projects.

We want to drive positive change in every community in which we live and work.

Learn more about

[Supplier Diversity Program](#) • [Careers](#) • [Our green products](#) • [Diversity & Inclusion](#) • [Sustainability](#)

RICOH
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www.ricoh-usa.com

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