



**Our commitment to  
diversity & inclusion**

# Belonging and respect for all

At Ricoh, we embrace and respect the collective and unique talents, experiences, and perspectives of all people. Together, we inspire remarkable innovation.

That's how we live the Ricoh Way.



Our founding principles are defined as  
The Spirit of Three Loves.

**“Love you neighbor.”**

**“Love your country.”**

**“Love your work.”**

This is the foundation of the Ricoh Way — our essential guide to working, learning, and thriving together as we achieve our goals.

## Diversity & inclusion is deeply rooted in our founding principles

For more than 85 years, **people** have been at the heart of Ricoh's success. Kiyoshi Ichimura formulated the Ricoh Group's Founding Principles in 1946. They inform how we do business, encouraging us to constantly improve and contribute to the well-being of all stakeholders, including our families, customers, and society at large.

# Diversity & inclusion is an essential part of the Ricoh Way

Ricoh is committed to ensuring that our workplace supports diversity and fosters inclusion and belonging. It is our team members' right and responsibility to work in an environment that is free from discrimination, sexual harassment, or harassment of any kind. Ricoh has a zero-tolerance harassment policy. This extends to our interactions with customers, vendors, partners, and our broader community.



“Authenticity and acceptance is equally good for business as it is for morale. As members of one united organization, we must each be our true self. And the whole must embrace all individuals.”

**CARSTEN BRUHN**

President & CEO, Ricoh North America



# Creating impact for partners, suppliers, and communities



Our commitment to diversity and inclusion is validated when our colleagues and associates outside of Ricoh recognize and benefit from the efforts we're making. We're proud that many of our suppliers, partners, prospective team members, and customers have felt the impact and influence of this important work.

"We value our partnership with Ricoh because of their organizational commitment to promoting a diverse and inclusive workplace for all individuals. As a benefit of working alongside an organization that shares in a common vision, we have expanded our own inclusion-related initiatives to help empower and inspire."

**CATHERINE CARLSON**  
Senior Vice President, Revenue & Strategy, **Philadelphia Eagles**

# Supporting diversity of people, diversity of thought

As our D&I efforts grow in maturity, there is more we can do to embrace our colleagues' individualities. By creating welcoming spaces where people can be themselves, and encouraging respectful, open dialogue to build understanding.





**Innovate**

**Inspire**

**Grow**

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“The Ricoh Supplier Diversity Program is recognized as a key differentiator both internally and externally, while bringing innovative solutions, creating value for Ricoh and our customers, and having an impact on the local economy.”

**CHRISTINA MORROW**

Director Supplier Relationships, **Ricoh North America**

**RICOH**

# Committing over \$2 billion to supplier diversity

Our supplier relationships are vital to our D&I commitment — and we continually look for new relationships to reinforce that commitment. Since 2011, we've spent over \$2 billion with diverse businesses, striving to offer opportunity for minority-owned, small, small-disadvantaged, women-owned, veteran-owned, disabled-owned, LGBTQIA+, and HUBZone businesses.

**10% of all supplier spending was awarded to diverse suppliers in 2022.**

**\$75M**

MINORITY  
OWNED

**\$55M**

VETERAN  
OWNED

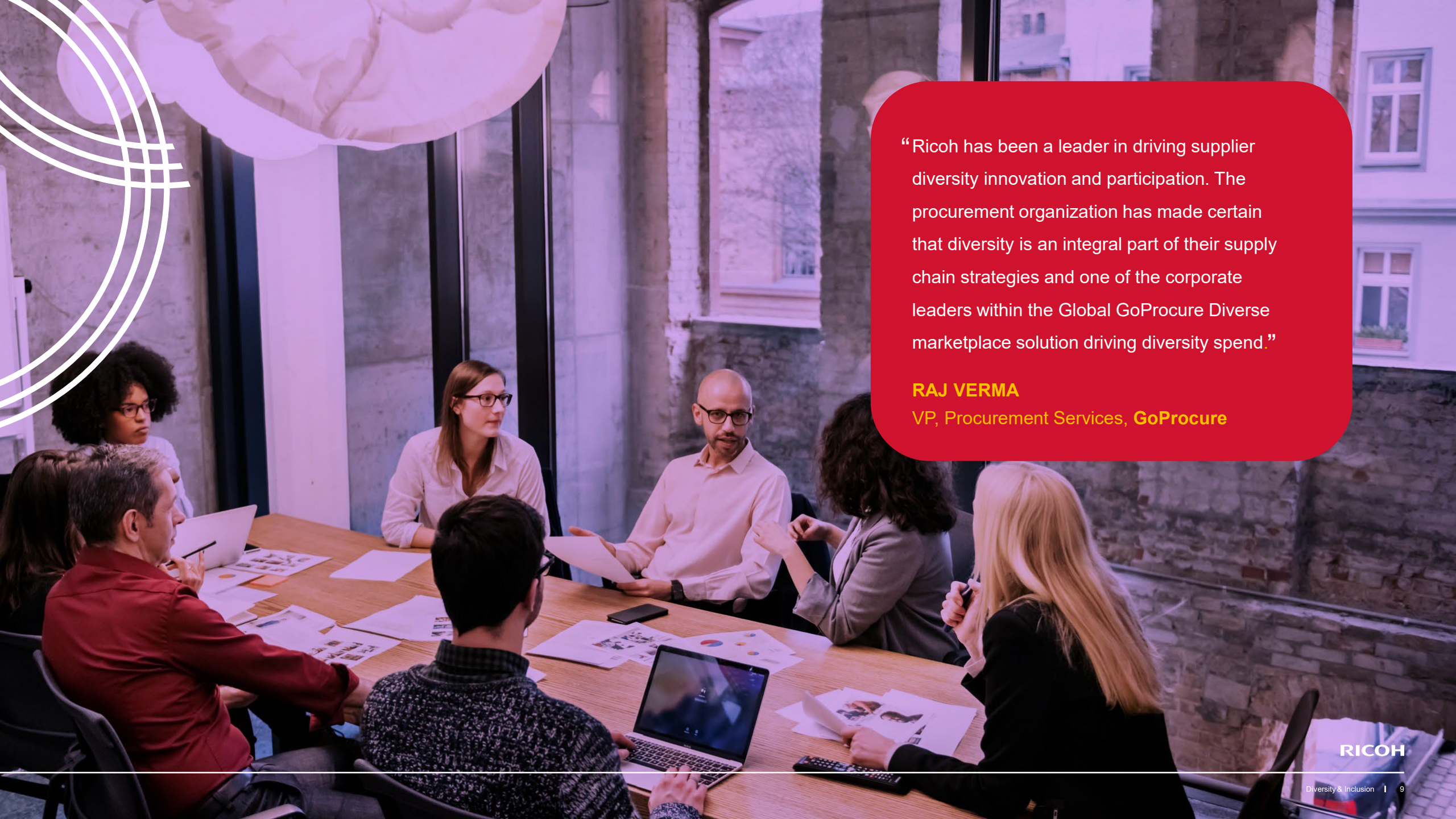
**\$139M**

WOMAN  
OWNED

**\$918M**

SMALL BUSINESS  
OWNED

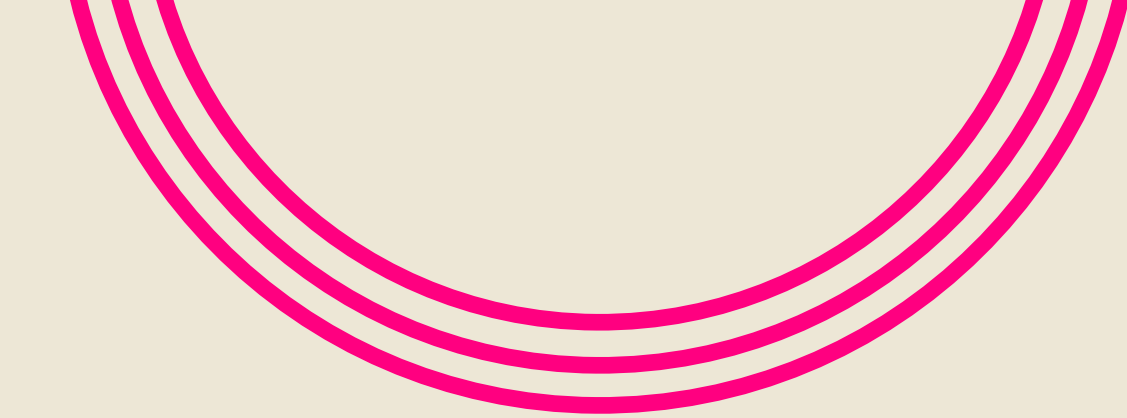




“Ricoh has been a leader in driving supplier diversity innovation and participation. The procurement organization has made certain that diversity is an integral part of their supply chain strategies and one of the corporate leaders within the Global GoProcure Diverse marketplace solution driving diversity spend.”

**RAJ VERMA**

VP, Procurement Services, **GoProcure**



## Embracing our communities: corporate giving

Ricoh and our team members put commitment into action, supporting local communities and national nonprofits throughout the year. Our corporate offices make annual donations to various organizations, together with our team members' personal giving efforts.

### Some past and current organizations and causes include:

- United Negro College Fund
- United Way
- American Cancer Society
- American Red Cross
- Natural disaster relief & support
- Ricoh Run for Heroes to support U.S. veterans
- Regeneron International Science & Engineering Fair (ISEF)
- Cristo Rey Network schools

“Leadership at Ricoh recognizes the importance of improving our communities, committing generous company resources each year. The message that comes down from leadership — we must be good neighbors — inspires employees to live our ideals.”

**ABBY HUSSEIN**  
Industry Services Specialist,  
Ricoh North America



## Embracing our communities: volunteerism

Ricoh supports community efforts from corporate giving efforts to individual care and action.



## Caring brings teams together: Martin Luther King, Jr. Month of Service

Each year, thousands of Ricoh team members participate in community events, including our month-long focus on service honoring Dr. King each January. Our team members provide direct community support through activities such as donating to food banks, donating blood, cleaning up their local parks and recreation areas, and coordinating clothing drives.



3,750+

Participants  
to date

6,000+

Volunteer hours  
to date

RICOH





5,000+  
global  
participants

45  
countries




—  
**Caring brings teams  
together: International  
Women’s Day**

The spirit of volunteerism reaches from Ricoh North America to many other countries. Global efforts, like International Women’s Day, offer the opportunity to unite staff across regions in shared purpose.



# — Caring brings teams together with year-round, intentional actions

Creating a diverse and inclusive atmosphere at Ricoh and beyond is a journey that takes time. It's an objective we build on with our actions each day.

A photograph of three women in an office setting. In the foreground, a woman with blonde hair and bangs, wearing a yellow top, is smiling broadly. Behind her, a woman with dark hair and glasses is partially visible, also smiling. To the right, an older woman with short grey hair is looking towards the left. The background is softly blurred, showing office equipment and a bright, warm light source.

“If we think of our organization as a family, we need to have mutual respect for who we each are. Our events and activities give us time to learn about one other and understand our differences as well as what we share. This helps us be better people and influences how we work together, and how we treat suppliers and partners.”

**TOM GROSS**

Vice President, Sales, Strategic Accounts  
**Ricoh North America**

# Our continuing commitment: Partnering with leaders in the field

We multiply our efforts when we partner with like-minded groups. And by adhering to recognized standards like the United Nation's Sustainable Development Goals, we hold ourselves accountable to real-world needs and learn where we can have the greatest impact.

Diversity Business  
Resource Councils  
since **1999**

Included in the  
FTSE4Good Index  
since **2003**

More than \$12 million  
raised for the United  
Way since **2010**



Signatory  
since 2002



Signatory  
since 2015



Winner: 2017, 2019,  
2020, 2021, 2022



Signatory  
since 2019



Signatory  
since 2021