



Commitment to Non-Discrimination and Equal Employment Opportunity

Kyocera International, Inc. is committed to the principles of equal employment opportunity and non-discrimination and we believe every person has the right to be treated with fairness, dignity and equal consideration. We are committed to maintaining a diverse workforce and treating all employees and applicants equally, without regard to race, color, religious creed, religious belief or religious grooming (including religious dress), gender, sex, gender identity, gender expression, sexual orientation, marital/domestic partner status, citizenship, national origin and ancestry, mental or physical disability (including AIDs and HIV status), medical condition, including cancer and genetic information or characteristics (or those of a family member), pregnancy, childbirth, breastfeeding (including related medical conditions to pregnancy, childbirth or breastfeeding), age, military and protected veteran status, status as a victim of domestic violence, sexual assault, or stalking, and/or use of any legally protected leave or any other basis protected by applicable federal, state or local laws.

Affirmative Action Obligations

As a federal government contractor, in accordance with applicable laws, regulations, and Executive Orders, Kyocera International, Inc. is required to develop annual written Affirmative Action Plans (AAPs) and is committed to employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans (including but not limited to, disabled veterans, recently separated veterans, Armed Forces service medal veterans, and active duty wartime or campaign badge veterans).

Pay Transparency Notice: Kyocera International, Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Kyocera International, Inc.'s legal duty to furnish information.



Workplace Accommodations

Kyocera International, Inc. does not discriminate against qualified individuals with disabilities in connection with any aspect of employment. We are committed to complying with all federal and state laws concerning the employment of persons with disabilities, as well as providing reasonable accommodation to be able to perform the essential functions of the job, and enjoy equal benefits and privileges of employment.



If you are disabled or become disabled (meaning you have a mental or physical impairment substantially limiting one or more major life activities) and you require a reasonable accommodation, please contact Human Resources. Human Resources will begin an interactive dialog with you which will include discussing your disability, limitations and possible reasonable accommodations that may enable you to perform the essential functions of your job, make the workplace readily accessible to you or otherwise allow you to enjoy equal benefits and privileges of employment.