

Joint Entity Modern Slavery Statement 2021

FUJIFILM Australia and
FUJIFILM Business Innovation Australia



From our Leaders



In September 2021, Mr Teiichi Goto, President and CEO, FUJIFILM Holdings Corporation of Japan, stated [^], “Over the past year, the Fujifilm Group has made all-out efforts in helping the world overcome COVID-19, such as contract manufacturing of active ingredients in vaccine candidates, developing AI-based diagnostic imaging support software for pneumonia, and developing and supplying reagents for detecting new virus mutations. Having reinvented itself from a photographic film company into a corporation with a focus on the healthcare and advanced materials businesses, Fujifilm is now feeling the responsibility of contributing to society through business activities more than ever before. As the world moves toward a post-COVID world, there is a growing “Green Recovery” trend of seizing this opportunity to build a more resilient society, capable of addressing social issues including global warming. As a corporate citizen, Fujifilm will continue to work toward resolving such social issues. I am pleased to confirm that Fujifilm, as a signatory company, will also continue to support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We remain committed to accelerating our efforts in all corporate activities to realize a sustainable society.”

Closer to home in Australia, as Managing Director of FUJIFILM Business Innovation Australia, its subsidiaries and controlling entities, and Chief Executive Officer of FUJIFILM Australia, its subsidiaries and controlling entities, we are proud to continue to commit to the highest standards and improve our maturity in uncovering and addressing modern slavery risks.

By publishing together our joint entity annual Modern Slavery Statement as required under the Australian Modern Slavery Act 2018, we continue to create the dialogue required to enable our wider ecosystem of customers, suppliers, investors and employees to openly discuss the inherent risks of modern slavery that may preside in our business operations and supply chains, and enable pathways for risks to be exposed, confronted, remediated and eventually eradicated.

Our commitment to realizing a sustainable society means to address, learn from our actions, and improve with incremental measures in tackling Modern Slavery risks year on year.

Takayuki Togo
Managing Director
FUJIFILM Business Innovation Australia Pty Ltd

Takeshi Yanase
Chief Executive Officer
FUJIFILM Australia Pty Ltd

[^] <https://holdings.fujifilm.com/en/sustainability/vision/message>



2021 Modern Slavery Statement

- **FUJIFILM Holdings Australasia Pty Ltd** and **FUJIFILM Australia Pty Ltd**, (together “FFAU”) now joins,
- **FUJIFILM Business Innovation Australia Pty Ltd**, and **FUJIFILM CSG Limited**, (together “FBAU”) (all entities ultimately owned by **FUJIFILM Holdings Corporation in Japan**)

as joint reporting entities (“we” or “our”) in Australia, committed to the highest standards of ethical behaviour and integrity in all actions we do, in business as well as our impact to communities we touch around the globe

On 1 April 2021, Fuji Xerox Australia and CSG Limited as previous joint reporting entities, changed their company names to **FUJIFILM Business Innovation Australia Pty Ltd** and **FUJIFILM CSG Limited**, respectively, following a change of name within our parent operating companies in Japan.

In accordance with the Australian Modern Slavery Act 2018 (Cth), this is our second statement on the measures implemented within our business. FBAU’s Japan based headquarters, FUJIFILM Business Innovation Corp has been a member of the United Nations Global Compact since August 2002 and participant from 2010. Our ultimate parent company, FUJIFILM Holdings Corporation in Japan, has been a participant of the United Nations Global Compact since June 2020. The participation of FUJIFILM Holdings Corporation and FUJIFILM Business Innovation Corp cements their commitment individually, and through their subsidiary businesses, to support the ten principles to address human rights, labour rights, environmental initiatives, anti-corruption and the fight against slavery in supply chains. FUJIFILM Holdings Corporation published the FUJIFILM Group Human Rights Statement in June 2018, applicable to all personnel in the FUJIFILM Group, and the related business in the UK, FUJIFILM UK Limited has published its UK Modern Slavery Statement in line with UK legislation since 2015.

The Reporting Entities

A

FUJIFILM Holdings Australasia Pty Ltd is an Australian incorporated company, which is the direct or ultimate holding company of the Australian and New Zealand Fujifilm Group companies referenced in this section (A).

FUJIFILM Australia Pty Ltd is an Australian incorporated company and a wholly owned subsidiary of FUJIFILM Holdings Australasia Pty Ltd.

The other Australian and New Zealand companies which are subsidiaries of FUJIFILM Holdings Australasia Pty Ltd comprise:

- Whitech Pty Ltd;
- DS Chemport (Australia) Pty Ltd;
- Fuji Hunt Asian Pacific Holding Pty Ltd;
- FUJIFILM Holdings NZ Limited; and
- FUJIFILM NZ Limited.

FUJIFILM Australia Pty Ltd, DS Chemport (Australia) Pty Ltd and FUJIFILM NZ Limited are operating companies.

DS Chemport (Australia) Pty Ltd carries on a manufacturing business for FUJIFILM Australia Pty Ltd, but has no employees or suppliers of its own.

FUJIFILM Holdings Australasia Pty Ltd, Fuji Hunt Asian Pacific Holding Pty Ltd and FUJIFILM Holdings NZ Limited are non-operating companies and do not have any employees or suppliers of their own.

Since 1 July, 2021, following an internal reorganisation, Whitech Pty Ltd is a non-operating company and does not have any employees or suppliers of its own.

B

FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Limited are companies limited by shares incorporated and domiciled in Australia.

- FUJIFILM Business Innovation Australia is a wholly owned and controlled entity of FUJIFILM Business Innovation Asia Pacific Pte Ltd, (FBAP) a company incorporated in Singapore.
- FUJIFILM Business Innovation Australia is the parent company of FUJIFILM Upstream Solutions Pty and is the operational controlling company for FUJIFILM CSG Limited and FUJIFILM CodeBlue Australia.
- FUJIFILM CSG Limited, acquired in February 2020, is a wholly owned entity of FBAP.
- In turn, FBAP is a wholly owned and controlled entity of FUJIFILM Business Innovation Corp, a company incorporated in Japan.

FUJIFILM Holdings Corporation in Japan, is the ultimate parent company of all group companies and entities listed in Sections A and B.



Corporate Values

Fujifilm corporate values state that an open, fair, and clear corporate culture is the basis for all our activities.

Respect of human rights

We respect and do not infringe on the human rights guaranteed by the Universal Declaration of Human Rights and other international declarations, conventions, guidelines and applicable laws and regulations, as well as judicial precedents.

Respect and promotion of diversity

We will embrace diversity to generate new value and contribute to a richer society through respecting, accepting, and being inspired by each employee's personality and individuality, unconstrained by differences in back grounds or beliefs.

Prohibition of discrimination

We respect one another as individuals, and do not discriminate on the grounds of nationality, age, gender, sexual orientation or gender identity, race, ethnicity, religion, political opinions, ideologies, national or social origin, disability, etc., nor do we base decisions regarding hiring, promotion or advancements, benefits, or educational opportunities on these factors.

Prohibition of bullying and harassment

We do not speak or act in ways that degrade individual dignity or that disadvantage or threaten individuals based on issues such as gender, authority or position (sexual harassment or power harassment), nor do we engage in any other form of bullying or harassment.

Protection of privacy

We do not share or disclose information relating to individuals' private lives gained in the workplace or in the course of our duties without the clear consent of the individual concerned. We will appropriately manage any personal data we receive in accordance with all applicable laws and regulations

Promotion of work-life balance

We aim to support employees' high performance in the workplace and their personal circumstances and responsibilities. In order to do this, we will work together to pursue the professional development of ourselves, our colleagues, and the people with whom we interact in the course of our duties, while we respect individual needs and are understanding of personal circumstances including family care responsibilities such as childcare and nursing care.

Prohibition of forced labour / child labour

We do not take part in any form of forced labour or child labour, including slave labour, bonded labour or human trafficking. We enable the free choice of employment through proper employment processes, and take required measures to prevent forced labour and child labour.

Promotion of occupational safety and health

We comply with applicable occupational health and safety laws and regulations, such as those designed to prevent workplace accidents. We will give due consideration to the physical and mental health of ourselves, our colleagues, and the people with whom we work, and aim to maintain and enhance safe, healthy and fit working environments.

Respect of labour rights

We respect and do not infringe on labour rights in accordance with local laws and established practices, including workers' rights to organize and bargain collectively.

Our commitment to conduct our business is set out in our Corporate Philosophy available via the following link:

<https://holdings.fujifilm.com/en/about/philosophy> >

Business Divisions

FFAU, through its operating entities FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited	FUJIFILM Business Innovation Australia and FUJIFILM CSG Limited (FBAU)	
Photo Imaging	Customer Support Organisation	Finance & Administration
Electronic Imaging	Enterprise Document Solutions & Services	People & Culture
Graphic Systems	Sales	Marketing
Medical Systems	Corporate Affairs	Solutions
Recording Media, Optical Devices, Industrial Products and Life Sciences	Supply Chain	CodeBlue

Lines of Business

FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited are distributors of Fujifilm manufactured products and services, and service providers in relation to, products in Australia and NZ (respectively) for a range of industries including medical, graphic arts, recording media, optical, industrial, life sciences and photographic technologies.

FBAU, is also a distributor of Fujifilm manufactured products and services, delivering enterprise document solutions and services to all business sectors, ranging from government departments, large enterprises, healthcare services, to educational institutions. Through our portfolio of document technology, services, software and supplies, we provide essential back-office support that paves the way for customers to focus on their core business.

Together, our technology products and services aim to solve a wide range of common business challenges across multiple industries, and in many instances, transform work practices.

Core lines of business

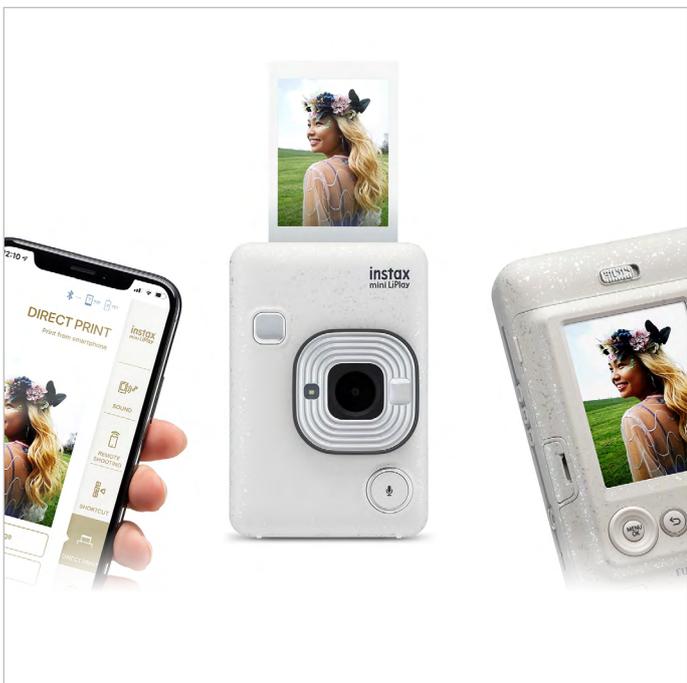
FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited's core lines of business are explained below:

- Photo Imaging division supplies photo printing solutions including printer hardware, photo kiosks, software, photo paper, chemistry, ink consumables and product/system support together with consumer products such as the instax range of instant cameras, film and printers.
- The Electronic Imaging division supplies digital cameras and lenses.
- The Graphics Systems division supplies large format printers, plate, chemicals, ink consumables, and product/system support.
- The Medical division supplies x-ray imaging equipment, film, software solutions for image and information capture, reporting, retrieval and archiving and product/system support.
- The Recording Media, Optical Devices, Industrial products and Life Sciences division supplies products including data storage media, lenses, binoculars and security cameras and horse feed supplements.

FBAU, as a leader in Australia and around the globe for innovative print technologies and intelligent work solutions FBAU focuses on:

- Office Products and Printers: Providing office equipment such as multifunction devices and printers as well as related solutions
- Production Services: Providing digital printers and printing workflow solutions in the commercial printing segment focusing on graphic communications – from creating content to processing delivery, and
- Solutions and Services: Providing document & IT services – which include system integration, cloud services, management of multifunction devices and Business Process Outsourcing of mission-critical processes – tailored to various industries or business processes to meet business challenges.





FUJIFILM

Mammography Solution
AMULET Innovality **NEW**

AMULET
Innovality
FUJIFILM DIGITAL MAMMOGRAPHY SYSTEM

5

Structure, operations and supply chains



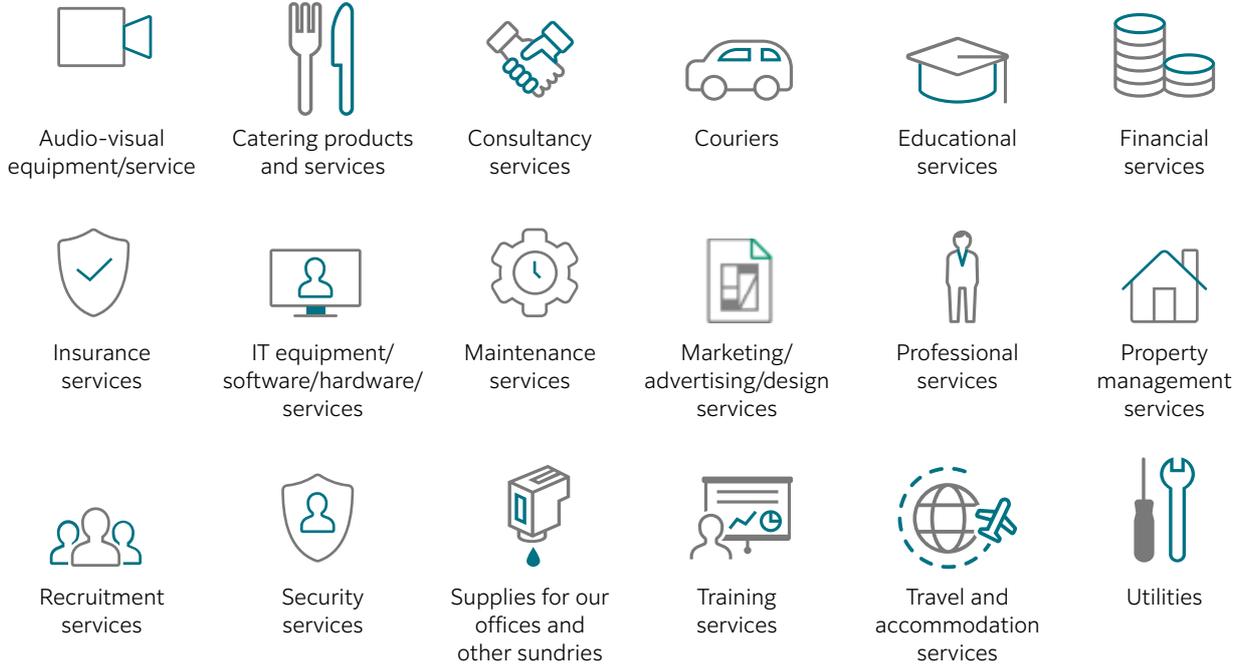
Together, the FFAU and FBAU **Product** supply chain is controlled by other Fujifilm Group companies (operating from Japan, China, Korea, Vietnam and United States of America) and managed ultimately under the direction of FUJIFILM Holdings Corporation. The product supply chain includes raw material providers, electronic component manufacturers, transport and logistics providers as well as our own Fujifilm manufacturing plants in those respective countries. We are committed to ensuring there is no modern slavery or human trafficking risks in our product supply chain. Our associated group companies comply with the [Fujifilm Group Charter for Corporate Behaviour](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human rights Statement](#) which reflects our commitment to acting ethically and with integrity in all our business relationships.

- Within this structure and governance for the manufacturing of our products, we assess the risk of modern slavery to be low, but we continue to recognise that any organisation can be vulnerable without continued focus on compliance and governance on a continuing basis.
- We also invite third party assessment on our supply chain practice. For example, our headquarters in Japan has participated in an assessment with EcoVadis (a global provider of sustainability ratings for global supply chain organisations, covering key criteria including environment, labour and human rights, ethics and sustainable procurement)

Our **Distribution** supply chain consists of transport and logistics providers from ports of origin to destination, via road, sea or air freight, and ultimately to our customers operational locations.

- Our service providers in this part of the supply chain encompass international and Australian businesses whose employees have qualifications and skills that are unlikely to be exploited through forced labour. We assess the risk of modern slavery in this part of the supply chain to be low, but we recognise that we need to be more vigilant and continue the dialogue and education of modern slavery risks and compliance with all safe work practices with our service providers.
- With the impact of COVID-19 on the seafaring supply chain, we can confirm that our group companies have moved to swiftly and only utilising service providers who are signatories to the "Neptune Declaration on Seafarer Wellbeing and Crew Change". This action addresses the International Maritime Organisation (IMO) framework of protocols for ensuring Safe Ship Crew Changes and travel during the Coronavirus pandemic, adopted following the United Nations General Assembly resolution on 1 December 2020.

Our **Solutions, Services and Re-sale** supply chains include in the vast majority, Australian based third party suppliers of products and services for our medical, photo imaging, graphics, document related services & IT related services for re-sale, as well as consumption of products and services to operate our business on a day to day basis. These may include:



- Our service providers in this section of the supply chain are in the vast majority Australian based businesses. Continuing on from our first statement, we have focussed on assessing and communicating with providers operating in high risk industries or countries assessed as high risk to instances of modern slavery and human trafficking.
- In addition, we reflect on our own internal organisation procedures and continue to be audited for our management standards and protocols for ISO 9001 and ISO 14001, and in respect of FBAU: ISO27001 certification. Additionally, FBAU has enlisted a Self-Assessment of internal processes utilising Sedex (a world leading ethical trade membership organisation).



Actions

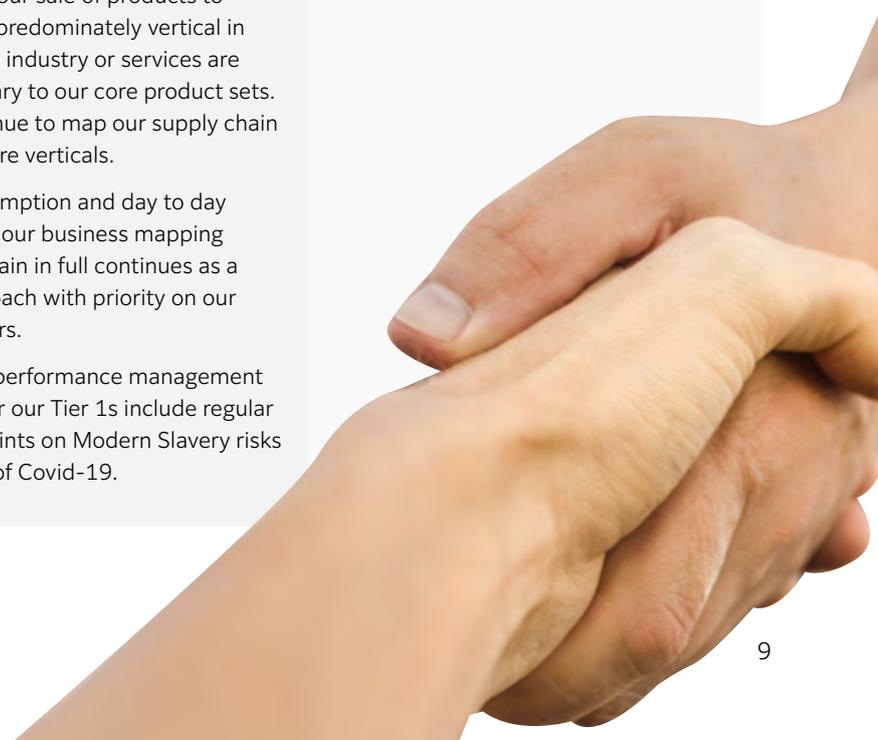
The [Fujifilm Group Charter for Corporate Behaviour](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human Rights Statement](#) are applicable to all personnel of the Fujifilm group of companies. Our continued actions are based on the principles, code and charter from our headquarters company.

During the year, the Fujifilm Group adopted two important new policies enhancing our measures in the field of human rights. Firstly, the Fujifilm Group Global Healthcare Code of Conduct, recognising our increasing business in healthcare, was issued and training provided to all Fujifilm Group employees involved in healthcare business around the world. In addition, the Fujifilm Group AI Policy established basic principles for the application of AI technology, such as respect for human rights and fair and appropriate use of the technology, for our various businesses to guide the drive to accelerate the use of technology to resolve social issues.

Summary and progress of actions from the last report in relation to FBAU

What we said we had in place, or enabled or would act towards, in the last report?	How did we go?	Next Steps
Our Human Resource / People and Culture group ensure compliance with all relevant Australian labour laws, recruitment and payrolling processes	The Fujifilm corporate direction of the Charter for Corporate Behaviour, Code of Conduct and Human Rights Statement outlines our ongoing commitment and is implemented via our HR policies and procedures. Examples of named policies include Personal Records and Privacy, Flexible Workplace, Prevention of Harassment and Bullying, Confidential Information and Property Rights, Leave Management and Work, Health & Safety	Continue with policies and re-assess specific policies as required.
Specific training in conscious and unconscious bias training has continued as a focus for recruiters and hiring managers for non-discrimination.	Continued to implement this as a standard process. All Hiring adverts are screened against bias prior to publishing.	Continue as an ongoing practice for all people leaders.
In 2020, a specific Diversity and Inclusion programme was launched, together with a commitment from the executive to support and implement a Reconciliation Action Plan. These programmes aim to promote and educate to our wider ecosystem of employees, stakeholders, suppliers and community	Our Gender Equality and Equal Opportunity Policy has now been in place since January 2020. Current run rate for females as new hires is at 44%. Our percentage of females in senior leadership positions is currently at 12%. As at November 2021, our 'Reflect' phase of our Reconciliation Action plan has been submitted to Reconciliation Australia for their review and conditionally approved.	Expand the Diversity and Inclusion programme committee to broaden the reach and target (a) 50% females as new hires by 2022, and (b) 30% of females in senior leadership by 2025. Develop initiatives for broadening the diversity agenda to tackle people living with a disability. Continue to develop our RAP and implement an action group to drive the initiatives.
Our use of Labour Hire companies is restricted to panel suppliers who are engaged via Fujifilm's own terms and conditions, inclusive of abiding with all local laws and regulations as well as auditing rights against such services	We have further enhanced this process by ensuring any Labour Hire companies selected are members of RCSA or AHRI to ensure they comply to an industry code of conduct.	Continue as an ongoing practice.
Whistleblowing Process: We have two avenues to provide a whistleblowing service (an internal service as well as a third party service) for both our own staff as well as external parties to safely and securely communicate concerns in an anonymous format should they wish to do so.	We have further enhanced this process by updating and publishing the Policy and Procedure to our public facing website, allowing our suppliers, customers and other interested parties to easily access the service including protections available to disclosers.	Continue as an ongoing practice.

What we said we had in place, or enabled or would act towards, in the last report?	How did we go?	Next Steps
We have also commenced review of our own payment terms with small to medium suppliers to ensure that we do not inadvertently or indirectly create a risk of modern slavery in our supply chain.	Our continued review of payment terms especially to small to medium businesses (SMB) shows that 66 % of the total value of SMB invoices are paid within 21 days rising to 76% of the SMB total value paid within 30 days and 91% of the SMB value paid within 40 days.	Aim to improve bottlenecks with the payment process that may lead to inadvertent risks in our supply chain and target 85% of the value of small to medium business invoices to be paid within 30 days.
We have undertaken training for procurement staff who interact directly with our supply chain, on the Modern Slavery Act, we will progress this training and roll-out to all staff-members within the organisation. Our next statement will include the actions and results of our company-wide training.	We have extended our training to key personnel across the organisation.	Our plan is to incorporate the training into our onboarding process for new employees and to include training material when our suppliers undertake their modern slavery assessments.
All new suppliers are asked to confirm their compliance and acceptance of the Supplier code of conduct which is based on the ten principles of the UNGC, as well as references to the Australian Modern Slavery Act 2018 (Cth).	All suppliers prior to being onboarded continue to undergo this process.	We will be moving to a new sourcing system in late 2022 and we aim to implement the compliance programmes with new vendors as a successful transition.
Within this reporting period, We have undertaken a targeted assessment of our top one hundred suppliers with detailed questions on their knowledge, as well as activities in ensuring compliance to laws and regulations. We will use the output of these assessments to drive educational and targeted assessments at the remaining group in the supplier base. We recognise that this is a continuing journey and see the assessments constantly evolving in order to tease out the risks that are indirectly hidden.	Using the learning experience from our first period, we have undertaken a deeper exercise with our targeted assessments and engaged with CENTRL, an online platform targeting Modern Slavery Assessments. We have extended our assessments to our top 300 suppliers to identify the indirectly hidden risks.	Continue as an ongoing practice and extend our assessment to beyond 600 suppliers.
<p>Within this reporting statement period, we have undertaken the following steps (A) in phases and will undertake or continue along with further steps (B) on an ongoing basis.</p> <ul style="list-style-type: none"> • A: Assessing the risks of different industries providing goods and services in the Supply Chain • A: Mapping the Supply Chain in phases • A: Assessing locations of major service providers • A: Identifying high risk countries in the production of goods and services in the Supply Chain • A & B: Performing due diligence with targeted assessments in phases • B: Implement education and training to key supplier and service provider channels 	<p>Our phased approach continues in our second year with assessing the risks of different industries.</p> <p>Given we manufacture our own core products, our supply chain tiers that complement our sale of products to customers is predominately vertical in nature, as the industry or services are complementary to our core product sets. We will continue to map our supply chain tiers in our core verticals.</p> <p>For the consumption and day to day operations of our business mapping our supply chain in full continues as a phased approach with priority on our Tier 1 suppliers.</p> <p>Our supplier performance management framework for our Tier 1s include regular discussion points on Modern Slavery risks and impacts of Covid-19.</p>	Continue as an ongoing practice.



Summary of actions from last report in relation to FFAU

What we said we had in place, or enabled or would act towards, in the last report.	How did we go?	Next Steps
<p>Our Human Resources group ensure compliance with all relevant Australian labour laws, recruitment and payrolling processes</p>	<p>The Fujifilm corporate direction of the Charter for Corporate Behaviour, Code of Conduct and Human Rights Statement outlines our ongoing commitment and is implemented via our HR policies and procedures.</p> <p>Examples of named policies include Diversity and Inclusion Policy; Privacy Act Compliance Policy; our various Leave Policies; Bullying Harassment, Anti-Discrimination and Equal Opportunity Policy; and, Work Health and Safety Policy.</p>	<p>Continue with policies and re-assess specific policies as required.</p>
<p>Whistleblowing Process: We have three reporting levels available – local, regional and global. Our Whistleblowing Process facilitates the making of reports by our own staff as well as external parties safely and securely including anonymously should they wish to do so.</p> <p>The Policy and Procedure is published on our corporate website, allowing our suppliers, customers and other interested parties to easily access the service including protections available to disclosers.</p>	<p>Continue as an ongoing practice.</p>	<p>Continue as an ongoing practice.</p>
<p>We have undertaken formal training to senior management, our risk and quality teams and other staff involved in procurement on the Modern Slavery Act.</p>	<p>The training was presented to senior management, our risk and quality teams and other staff involved in procurement.</p>	<p>Our plan is to incorporate the training into our onboarding process for new employees and to include training material when our suppliers undertake their modern slavery assessments.</p>
<p>Completion of the review of all policies, procedures and supply agreements to ensure that they adequately address modern slavery risks, are current and meet international best practice.</p>	<p>We have published on our corporate website information for our suppliers including our Procurement Policy which incorporates the FUJIFILM Group Charter for Corporate Behaviour, Fujifilm Group Code of Conduct, and Fujifilm Group Human Rights Statement.</p> <p>We are currently working on updates to our standard supply agreements including our purchase order terms and conditions and standard procurement agreement for goods and services to incorporate Modern Slavery provisions.</p>	<p>Continue as an ongoing practice.</p>

What we said we had in place, or enabled or would act towards, in the last report.	How did we go?	Next Steps
<p>Within this reporting period, we have undertaken a targeted assessment of our top sixty-six non-Fujifilm Group suppliers with detailed questions on their Modern Slavery compliance and initiatives. We will use the output of these assessments to drive educational and targeted assessments at the remaining group in the supplier base. We recognise that this is a continuing journey and see the assessments constantly evolving in order to tease out the risks that are indirectly hidden.</p>	<p>Using the learning experience from our first period, in collaboration with FBAU, we intend to engage with CENTRL, an online platform targeting Modern Slavery Assessments. CENTRL will issue Modern Slavery questionnaires to suppliers, follow-up suppliers which do not respond or inadequately respond to questionnaires, score responses and provide risk assessments.</p> <p>We are currently preparing for the expansion of assessments to the balance of our supplier base.</p>	<p>Continue as an ongoing practice and extend our Assessment to beyond 500 suppliers.</p>





Summary of actions for this report and future actions

1 Our principles of remedying and eliminating Modern Slavery risks must firstly aim at informing and educating on the matter with our wider ecosystem of employees, company leaders and investors, suppliers and the immediate communities we operate in.

We will continue to create and promote the dialogue through our business operations and seek to incrementally do more each year.

2 Fujifilm does not tolerate modern slavery risks in our organisation or in our supply chains.

We will seek to remedy instances of risks identified in our supply chains instead of terminating arrangements. We believe terminating the supply without a course of remedy merely hides the problem and does nothing to resolve the root cause.

3 Fujifilm necessitates that our suppliers adopt the same standards that we adhere to. Through FBAU's supplier onboarding process, FBAU's team members responsible for procurement are trained to consider potential risks of modern slavery.

- All new suppliers are asked to confirm their compliance and acceptance of the Supplier code of conduct which is based on the ten principles of the UNGC, as well as references to the Australian Modern Slavery Act 2018 (Cth).
- We include an auditing right within our agreements as relevant to the products and services being consumed or re-sold.
- We include as a standard clause in its agreements; a requirement for compliance will all local laws and regulations, including where applicable the suppliers own sub-contractors.
- In our requests for tenders, we will include criteria on mapping the supply chain of the required product or service.
- In our supplier relationship management framework, we will include as a standing topic, discussion points on Modern Slavery and the impact of COVID-19 to our key suppliers and early indicators of modern slavery risks.



4 Fujifilm has developed a remediation plan should a modern slavery risk be suspected based on a hub and spoke model of the supply chain map.

- The plan addresses actions based on immediate and direct access to a risk suspected in a hub of the supply chain tier, as well as actions should the suspected risk be identified in a spoke of the supply chain tier.
- Fujifilm will work directly with the supplier should a risk be converted from “suspected” to “identified” with a direct supplier to investigate and understand the root cause of such a risk and prepare countermeasures to remedy a risk. Fujifilm will implement confidentiality as required to ensure no further harm to the persons suffering or impacted as a result of the identified risk. For this reason, investigations will run a course of confidentiality prior to any public announcement.
- Should the suspected risk be further down the spoke of our supply chain tier, Fujifilm will work with our immediate direct supplier that is impacted (and their direct suppliers as the case may be) to investigate the suspected risk associated and enable countermeasures should the risk be identified.
- As investigations do take time especially in a suspected spoke risk, it is prudent to maintain confidentiality and protect persons who are impacted by the harm.
- Investment by the board is sought to investigate suspected risks should the suspected risk be in a different country to our operations.
- Investment by the board to prepare for remedy would be sought should a suspected risk be identified in a hub or spoke of our supply chain tier.
- Investigation may also include Involvement of local NGO's in-situ to the country of risk, as well as investigation of common customers or clients who share the same risk, and as the case may be, involvement of local authorities.

Assessment of Effectiveness



Fujifilm re-iterates that as an outcome of our actions leading towards our second Modern Slavery statement (as well as thousands of other individual companies producing their own statement in Australia), the education, communication and knowledge of the Modern Slavery Act 2018 (Cth) will be schooled progressively across our supplier chain base.

Within this reporting period, we again assess that cascading this knowledge has been welcomed by many of our supplier base, whilst we continue to understand that others in the supplier base, have not had the opportunity to invest in the necessary actions themselves. We understand that from responses received, many businesses especially due to the impact of COVID-19 have not been able to prioritise action plans for Modern Slavery risks.

We have implemented additional actions in high risk industries, such as ensuring our sea-freight is utilised by signatories to the Neptune Declaration on Seafarer Wellbeing and Crew Change, and ensuring that our payment to suppliers is timely and not creating any inherent risks.

FBAU have standardised our Supplier onboarding assessments for early identification of products and services from high risk countries or industries. From our understanding of the Supplier onboarding process, our own suppliers have themselves not always implemented a robust mapping of their supply chain. This is an action to be driven greater than just by Fujifilm as a corporate entity. We look forward to investigating with additional ethical trade organisations to enable and improve the robustness of our onboarding processes as well as re-visit existing suppliers to enable a greater level of granularity.

In this reporting period, we have not identified any modern slavery risks, nor have we highlighted any suppliers for corrective actions, but we are conscious that in this statement, like most other companies, we have again only scraped the surface of the many hub and spoke, or point-to-point frameworks, in a supply chain ecosystem. Importantly with the impact of COVID-19, many of our suppliers have been impacted with reduced resources and conflicting priorities on this topic.

Our focus is to continue measures that can educate the entire supplier chain ecosystem on this important path.

To enable a better understanding of the deeper risks involved in our supply chain tiers, FBAU have engaged with CENTRL as a platform to undertake actions to assess and map our supply chain. This will allow future follow-up actions to assess in greater detail higher risk industries prone to modern slavery risks, identify lead or lag indicators in supplier responses, focus on sectors that are highly reliant on labour intensive products or services, or sectors that produce goods and services from high risk geographies as identified by international organisations that report and publish on the topic of Modern Slavery.

Our focus in the last report with initially mapping the supply chain was to target our top (FBAU:100; FFAU: 66 non-Fujifilm group) suppliers; to learn from these initial findings with our manual assessments, to understand the levels of risks and actions that our suppliers have themselves undertaken and allow for subsequent follow-up. We have reviewed our findings and understand we need to be able to do more and in a quicker manner. Whilst not all responses have been received or detailed, the results will enable us to setup KPI's with our primary spoke or point to point suppliers to (a) cascade this important dialogue down the supply chain ecosystem, and (b) commence ongoing audits on actions and measures. Using a system or platform will enable our Assessments to be reviewed in a more efficient manner. Our use of a platform will enable dashboards to highlight risk areas, either potential or new as well as focus resources on addressing corrective measures should lead or lag indicators highlight concerns. We know that our incremental actions, year on year will support the overall ecosystem of our customers, suppliers, stakeholders and community.

FBAU have ensured all our suppliers onboarded in 2021 commit to our Supplier Code of Conduct. This is a continuation of a process established in 2015 then reliant and referencing the ten principles of the UNGC, but now updated with references to the Australian Modern Slavery Act 2018 (Cth). FFAU is currently working on the strengthening of its supplier onboarding processes.

The ESG Committee of FUJIFILM Holding Corporation regularly reviews the Group's ESG performance, including the effectiveness of all the Group's ESG risk mitigation strategies, which, in turn, includes all the work done to assess and address modern slavery risks in our operations and supply chains.

Within the Fujifilm group of companies, we also participate in internal and external audits and reporting on our processes and engagement for a sustainable future.

Consultation with Internal and External Bodies



Fujifilm's approach to sustainable supplier management is informed by the ten principles of the United Nations Global Compact (UNGC), to which, Fujifilm has been a signatory since 2002, and a participant since 2010. FBAU will continue to participate in GCNA workshops and forums in Australia, including participation in the Modern Slavery COP (Community of Practice). The GCNA is the Australian local network of the UN Global Compact. We encourage organisations to join, participate and align their business practices in accordance with the ten principles.

We remain committed to collaborating with supplier industry bodies, university led research on sustainable procurement, as well as procurement peer networks such as CASME, that cascade and share actions of peer participants in tackling Modern Slavery as a whole. We have observed more organisations building technology platforms in readiness to help companies address their actions for Modern Slavery. We will continue to consult internally and externally on the opportunities for such platforms within our overall group of companies, as there is no single technology panacea at this present day.

Additionally, we seek to continue engagement with ethical trade membership organisations such as EcoVadis and Sedex. Through these audit self-assessments, we continue to find incremental operational improvements to our overall business.

FUJIFILM Holdings Corporation as our ultimate parent company has set our group companies vision for a medium term plan (VISION 2023) and long term plan (Sustainable Value Plan 2030). Key vision to achieve 2030 is our resolution of social issues through business activities, namely the priority areas of impact to our **Environment**, contributing to a **Healthy** society, contributing to a safe and secure **Daily Life** and **Work Style** that increases productivity and inspires creativity. Our plans and actions in such topics as Modern Slavery is a result of the vision from our corporate headquarters translating to outcomes.

In the context of consultation within FBAU, executive leadership members of FBAU are also leaders within our subsidiary operating companies. Both FFAU and FBAU include Boards of Directors that have reviewed and approved this Modern Slavery Statement 2021.

FUJIFILM Business Innovation Asia Pacific Pte Ltd as the higher entity of FBAU has also reviewed and approved this joint Modern Slavery Statement 2021.

The FFAU reporting entities and their subsidiaries covered by this Statement, operate under the same policies, standards and procedures. Further, Mr Yanase, the Chief Executive Officer of FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd, is on the Boards of all of the Australian and NZ subsidiaries of these companies. These factors largely mitigate the need for additional formal consultation between these Group entities in Australia and NZ.

Impact of COVID-19



Fujifilm acknowledges the impact of COVID-19 to the wider ecosystem of its employees, customers, suppliers, company leaders and investors, and communities that we operate in.

All FUJIFILM Group companies took immediate action to help prevent the spread of COVID-19 and to protect the safety and wellbeing of its staff and those of its suppliers and customers by reducing and/or eliminating the requirements for non-essential travel and/or face-to-face meetings. Staff around the world who could work from home were enabled and encouraged to do so during the crisis.

To ensure FBAU and FFAU did not create inadvertent direct or indirect risks, including Modern Slavery risks, during COVID-19, we:

- provided payment extensions as a form of relief to our customers who requested financial aid at key timeframes during the pandemic;
- in respect to FBAU, considered and allowed payment flexibility including relief mechanisms for our sub-tenancy arrangement;
- worked closely with our distribution and logistics partners to understand the impact, and plan for counter-measures in still fulfilling and meeting our customer delivery requirements;
- implemented work from home arrangements for our employees as they required;

- created and supported our COVID Safe working committee with the resources required to plan for a safe working arrangement adjusting as required to government health orders;
- ensured and provided personal protection equipment (PPE) and additional cleaning of our premises to our employees to address health and safety risks;
- provided PPE for our staff in high touch and high sensitive workplaces;
- monitored our supplier payment processes to ensure timeliness and remove bottlenecks; and
- in respect to FBAU, engaged with our key suppliers during our supplier relationship framework meetings to understand their pain-points, impact of changing government health orders, complexities faced and resolutions to continue to work sustainably in meeting our requirements.

Fujifilm can state that, whilst the impact of COVID-19 was significant, no adverse risks were created for our suppliers as a result of our COVID-19 actions.

Fujifilm continues to operate through this pandemic, despite downturns in our trading volumes impacting our financial outcomes. We continue to prioritise the health and safety of our society and are proud to have operated in a flexible, supportive and considerate manner for all persons and ecosystems impacted.



This comprises our Modern Slavery Statement for FBAU for the Australian financial year ending 30 June 2021 and for FFAU for the financial year ending 31 March 2021. Our next report will be for the financial year ending 31 March 2022 due to re-alignment of FUJIFILM CSG Limited as a joint reporting entity to a common Financial Year period of 1 April to 31 March. We will continue to evaluate the effectiveness of the actions and procedures we take each year to continuously improve the outcomes for people worldwide impacted by Modern Slavery. Our aim in discovering risks in our supply chains is to provide a course of remedy & eliminate such practices. Future statements will include progressive updates on our actions and procedures.

Company Directory

<p>Registered Office – FUJIFILM Business Innovation Australia Pty Ltd</p> <p>Level 5, 8 Khartoum Road Macquarie Park NSW 2113</p> <p>T (02) 9856 5000 W: https://www.fujifilm.com/fbau</p>	<p>Registered Office – FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd:</p> <p>Level 2, 54 Waterloo Road, Macquarie Park NSW 2113 Phone: +61 2 9466 2600</p> <p>www.fujifilm.com.au</p>
<p>FUJIFILM Business Innovation Australia Modern Slavery Contacts</p> <p>Robert Bonotto, General Manager Corporate Affairs robert.bonotto.tj@fujifilm.com</p> <p>Marcus Bracken, Head of Procurement marcus.bracken.qt@fujifilm.com</p> <p>Suzanne Mildren, Sustainability Manager suzanne.mildren.tc@fujifilm.com</p>	<p>FUJIFILM Australia Pty Ltd Modern Slavery Contacts:</p> <p>Erica Moorhouse General Counsel erica.moorhouse@fujifilm.com</p> <p>Pierre Visser General Manager, Operations pierre.visser@fujifilm.com</p>
<p>Whistleblowing Service</p>	<p>Whistleblowing Service</p>
<p>https://www.fujifilm.com/fbau/en/FUJIFILM-Whistleblower-Policy</p>	<p>https://www.fujifilm.com/au/en/whistleblower-policy</p>
<p>Refer to section 5.6 on Disclosure Contacts</p>	<p>Refer to Section 9 on Disclosure contacts</p>

Fujifilm Holdings Sustainable Value Plan 2030

<https://holdings.fujifilm.com/en/sustainability/plan/svp2030>

Important links to information local and worldwide:

Australian Modern Slavery Act

<https://www.legislation.gov.au/Details/C2018A00153>

Australian Modern Slavery Statement Register

<https://modernslaveryregister.gov.au/>

Global Slavery Index

<https://www.globalslaveryindex.org/>

UDHR – Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

OECD Responsible Business Conduct guidelines

<https://mneguidelines.oecd.org/guidelines/>

ILO Declaration on Fundamental Principles and Rights at Work

<https://www.ilo.org/declaration/lang--en/index.htm>

Interested in joining the United Nations Global Compact Australia network; visit

<https://www.unglobalcompact.org/engage-locally/oceania/australia> and take action.





FUJIFILM Business Innovation Australia Pty Ltd

8 Khartoum Road MACQUARIE PARK NSW 2113 Australia
Phone (02) 9856 5000 | Fax (02) 9856 5003

[fujifilm.com/fbau](https://www.fujifilm.com/fbau)

**FUJIFILM Holdings Australasia Pty Ltd
and FUJIFILM Australia Pty Ltd**

Level 2, 54 Waterloo Road, Macquarie Park
NSW 2113 Australia
Phone (02) 9466 2600

[fujifilm.com.au](https://www.fujifilm.com.au)