Value from Innovation

At Fujifilm, we are continuously innovating — creating new technologies, products and services that inspire and excite people everywhere.

Our goal is to empower the potential and expand the horizons of tomorrow’s businesses and lifestyles.

We take an open and flexible attitude to innovation, combining our own original technology with human resources, expertise and technology from around the world. Through this powerful synergy, we rapidly and nimbly develop new solutions that address the true needs of our global customers.
Commitment

Top 4

FUJIFILM Holdings Corporation Sustainability Report 2015

Provide Value that is Truly Valuable

We Will Seize the Opportunity to Provide Value that is Truly Valuable

Achieving certain growth from a global viewpoint based on local onsite capabilities

In fiscal 2014, the Japanese economy was improved despite the increase in the consumption tax. This improvement was supported by measures implemented by the government and the Bank of Japan. Against this backdrop, efforts by companies to significantly expand their revenues were successful. For fiscal 2015, we must maintain this trend by making use of the expertise of the public and private sectors.

Outside of Japan, the U.S. economy has been stable while the EU is facing uncertainties, and the growth of emerging economies has slowed down. China, in particular, which has been leading global economic growth, is showing a decrease in its economic growth rate and we must pay attention to the effects of this movement.

Due to the rapid advancement of information technologies, the Japanese economy and the global economy are now influencing each other more rapidly and have unquestionably become inseparably connected. The Fujifilm Group operates across the world and has bases in 40 countries, with overseas sales accounting for about 60% of the total. Consequently, we need to monitor both the Japanese economy and the global economy, keep check on the influence they have on each other, and incorporate the findings in our business management rapidly.

In contrast to economic globalization and standardization, people’s lifestyles and values are becoming more diversified. The key to understanding diversified market needs and creating new businesses and new value is the astute abilities of onsite employees working locally in each region. To ensure the steady growth of business amid dramatic changes in the economy and society, we need to think globally and make use of the abilities of individual employees working locally in each region.

Accomplishing VISION 2016

The Fujifilm Group celebrated the 80th anniversary of its founding last year and made a fresh start under its new corporate slogan, “Value from Innovation,” to contribute to the development of a sustainable society by creating new value that will meet real customer needs and by resolving social issues. In VISION 2016, our new Medium-Term Management Plan, we set the following business targets: sales of 2.630 trillion yen, an operating income of 220 billion yen, net income of 120 billion yen, and ROE of 7%.

To achieve these targets, we have positioned “Healthcare,” “Highly Functional Materials,” and “Document Solutions” as our core businesses to drive growth in the Group, and have been proactive in promoting sales, creating new products, and investing in these businesses. We are working to boost profitability in all our businesses, and in fiscal 2014, the first year of our Plan, we achieved consolidated sales of 2.492 trillion yen (a year on year increase of 2.2%), an operating income of 172.4 billion yen (an increased of 22.4%), and a net income of 118.6 billion yen (an increased of 46.4%), thus making a favorable start to the plan.

We are expanding our “G-up” activities to increase the capabilities of individual employees working onsite, and making the entire Group more competitive.

The business environment is constantly changing, but we will make concerted efforts across the Group to achieve VISION 2016, capitalizing on the abilities of our onsite employees.

Fostering CSR activities to make a bigger contribution to solving social issues

Last year, prior to the start of VISION 2016, we launched our Sustainable Value Plan 2016 (SVP 2016), our Medium-Term CSR Plan. In SVP 2016, we made a commitment to implementing new CSR activities in addition to giving consideration to the environment and society in our business processes, including creating value for society and contributing to resolving social issues. We are involved in a range of activities and working to create new businesses based on this Plan.

For global warming, which is a major priority for the international community, we are proactively reducing CO2 emissions by promoting sales of anti-global warming, highly durable photovoltaic backsheets, generating our own electricity on our business sites, and implementing energy-saving measures in our offices and factories.

In the healthcare field, we are strongly committed to the regenerative medicine business to meet unmet medical needs. In fiscal 2014, FUJIFILM Corporation released materials necessary for cell cultivation for regenerative medicine onto the market as a reagent for research use. We also made Japan Tissue Engineering Co., Ltd., the only Japanese company to have obtained government approval for regenerative medicine products, and announced our intention to acquire Cellular Dynamics International, Inc., a world leader in iP cell technology. By combining these companies’ technologies with the findings on collagen and engineering technologies we have accumulated over many years engaged in the field of photography, we will further expand our business in the field of regenerative medicine. We will continue to make use of the wide range of technologies possessed by our Group and encourage collaboration with a range of organizations and companies to develop and spread products that are valuable to society as we steadily implement SVP2016.

Aiming to cut lead times by half

The year 2015 is the deadline year for the eight U.N. Millennium Development Goals (MDGs), which include the eradication of extreme poverty and hunger. In September this year the United Nations will announce the new Sustainable Development Goals (SDGs) to be reached by 2030. Also in December 2015, the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP21) will be held for the parties to discuss and make agreements on their new greenhouse gas reduction targets for 2020 onwards. All peoples, organizations and companies in the world need to make increasingly swift efforts in their respective capacities to solve the problems of our societies, which are becoming more serious every year.

At the start of this fiscal year, I sent a message to employees to encourage them to reduce lead times by half. It is critical to take prompt action in this constantly changing economic environment and in the face of a variety of interwoven social problems. There is no time to lose if we want to solve global warming and other issues. We must become the first runner keep providing society with new value without delay that we have created through innovation. This is what the Group aims to do through its “Value from Innovation” initiative.

“Sustainable development” is a shared hope of humankind, and companies also need to struggle towards it as going concerns. In the Fujifilm Group we will foster constant innovation in every process of our business activities and provide society with propitious new value without delay in pursuit of sustainable development.

August 2015
Shigetaka Komori
Chairman and Chief Executive Officer
The Fujifilm Group’s Business

The Fujifilm Group regards the following six businesses as its priority business fields: healthcare, highly functional materials, document solutions, graphic systems, optical devices, and digital imaging. These are fields in which we can demonstrate our strengths in terms of technology and market position. These fields are also in high social demand, and, therefore, we can expect high growth. Health, energy, and information are the key social elements today to support a sustainable society, and there are many related issues to be addressed. Our healthcare, highly functional materials, and document solutions businesses are closely linked to these elements—which is why we have positioned these three businesses as core businesses to drive our overall enterprise.

Through the promotion of our Medium-Term Management Plan “VISION 2016” created under our corporate slogan “Value from Innovation,” we hope to deepen the coordination between business growth and resolution of social issues and to work to become a company that continues to contribute to the society through our sustainable growth.

VISION 2016, a Medium-Term Management Plan for FY2014 to FY2016 aiming for further growth and increased corporate value

In November 2014, the Fujifilm Group enacted its Medium-Term Management Plan, VISION 2016. Under our new corporate slogan, “Value from Innovation,” created to coincide with the 80th year anniversary of its foundation, we understand that solving a variety of social issues by creating new value through our leading-edge and propriety technology is its opportunity for business growth. Concretely, we plan to expand our market by providing products that fully meet customer needs focusing on our business fields of healthcare, highly functional materials, and document solutions businesses are closely linked to these elements—which is why we have positioned these three businesses as core businesses to drive our overall enterprise.

As a global company with 273 consolidated companies inside and outside Japan, we are expanding our business in many countries and regions across the world. Not only our sales networks but also our production systems are globalized with factories in the Netherlands, the U.S., China, and several other countries. Businesses expansion is also accelerating in the rapidly growing emerging countries, including BRICS, Turkey, Middle East, and Southeast Asia.
Fujifilm’s Corporate Social Responsibility (CSR)

The roots of CSR are the trust of stakeholders and consideration for the environment

The Fujifilm Group’s business originated with photographic film, a product for which lots of clean water and fresh air are essential to the manufacturing process. It is also a product which requires customers “to buy on trust,” since they cannot try it out beforehand. Thus, for the Fujifilm Group, an approach which emphasizes environmental protection in the first place and maintaining the trust of stakeholders has been a major premise from the very foundations of our business activities. This approach is the starting point for our corporate social responsibility (CSR) activities and continues to be passed down within our group, as the Fujifilm Group “DNA.”

Fujifilm Group established a current Corporate Philosophy and Vision following the shift to a holding company structure in 2006. Founded on the spirit of contribution to advancement of society, improved environmental protection and enhancement of the quality of life of people, by providing top-quality products and services with open, fair and clear workplace culture and leading-edge proprietary technologies, we have established the Fujifilm Group Charter for Corporate Behavior and the Fujifilm Group Code of Conduct and implement them throughout the Group.

In the Charter for Corporate Behavior, we uphold five principles, including “Respect for Human Rights,” while in the Code of Conduct we define compliance as “more than simply not breaking the law and acting correctly in the light of common sense and ethics,” and declare that all Group employees, including senior executives, will conduct themselves in line with these action guidelines.

Moreover we have made the following statement to encourage all Fujifilm Group employees to commit themselves to the fulfillment of corporate social responsibility (CSR) in their daily business operations: The Fujifilm Group’s Approach to corporate social responsibility is to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities. In 2014, we revisited the Approach to CSR in order to identify the social challenges and more actively seek their solutions under the new corporate slogan, “Value from Innovation,” established to coincide with our 80th anniversary. We will follow this new approach and slogan in further promoting our CSR activities.

Working to manage the brand through a corporate slogan, “Value from Innovation”

Marking the 80th anniversary of its foundation on January 20, 2014, the Fujifilm Group established a new corporate slogan, “Value from Innovation,” and a brand statement. This slogan and brand statement were created after elaborating the idea of “the ideal future for the Fujifilm Group” based on comments submitted from our employees across the world in our promotion year. We intend to promote our approach to expanding our potential to the future, such as resolving social issues through our innovative “technology,” “products” and “services.”

In FY2014, we launched a campaign to reinforce our brand worldwide to disseminate the concept and aim of the slogan and statement to every employee so that they can contribute to realizing “value from innovation” in their work roles.

Major internal and external activities to promote and realize “Value from Innovation”

- Corporate advertisements in newspapers, magazines, and websites in and out of Japan
- Questionnaires to employees (Responses from 11,120 individuals in Japan and overseas on brand image etc.)
- Publication and distribution of related leaflets
- Commencement of the Innovation Idea Proposals Program that can be used by all employees across the world
- Publication of interviews with the management of each business division La’s begin “Values from Innovation” on in-house magazines and internet across the world
- Fujifilm Value from Innovation Award (award scheme within the Group)
- FUJIFILM Value from Innovation Award (award scheme within the Group)
- Corporate Slogan

Creating new value

Solving social issues through business activities

Considering society and the environment in our business processes

Corporate Philosophy

Value from Innovation

Creating new technologies, products and services that inspire and excite people everywhere

Fujifilm Group’s Corporate Social Responsibility (CSR)

The Fujifilm Group’s Approach to CSR

The Fujifilm Group’s approach to corporate social responsibility is to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.

We will not only fulfill our economic and legal responsibilities, but also:

1. endeavor to understand global as well as local environmental and social issues and create value to address these issues through our business activities.
2. continue to evaluate the environmental and social impact of our business activities and strive to improve the performance while increasing our positive impact on society.
3. constantly reassess whether our activities are responding adequately to the demands and expectations of society through proactive stakeholder engagement with our stakeholders.
4. enhance corporate transparency by actively disclosing information.

The Fujifilm Group’s Approach to CSR

Fujifilm Group’s Corporate Social Responsibility (CSR)

Corporate Philosophy

Value from Innovation

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Corporate Governance

Corporate Governance Structure

FUJIFILM Holdings has positioned the board of directors as the organization for determining basic Group management policies and strategies and other important matters relating to business execution, as well as supervising the implementation of business affairs. The company’s Articles of Incorporation stipulate that the board can consist of up to 12 directors. Currently, the board has 12 directors, including two outside directors. To better clarify their missions and responsibilities, the directors have a one-year term of office. The attendance of outside directors to the board of directors meetings held during the term ended March 2015 was 83% (10 meetings in total). Additionally, FUJIFILM Holdings has adopted an executive officer system to facilitate speedier business execution. Executive officers carry out business affairs in accordance with the basic policies and strategies formulated by the board of directors. Meanwhile, FUJIFILM Holdings has adopted a remuneration system under the stock option program* to make its directors and executive officers, excluding outside directors, share a mutual interest—the effect of stock price fluctuations—with its shareholders. In this way, the directors and executive officers are in actual fact encouraged to have stronger drive and morale toward achieving higher corporate value.

For further details of the Corporate Governance, please refer to http://www.fujifilmholdings.com/en/about/governance/index.html

Audit

FUJIFILM Holdings has adopted a system of Audit & Supervisory Board, which currently consists of four members, including two outside members. Each Audit & Supervisory Board member attends the board of directors, while full-time members attend all Management Council meetings in order to assess our overall business operations. The attendance of outside auditors to the Audit & Supervisory Board meetings held during the term ended March 2015 was 100% (10 meetings in total). Also, the attendance of outside auditors to the Audit & Supervisory Board meetings held during the term ended March 2015 was 100% (10 meetings in total). In addition, FUJIFILM Holdings has the Internal Audit Division with a staff of eight, which is independent of the business execution divisions. The division is responsible for auditing the Group companies, in cooperation with or sharing tasks with the internal audit divisions of such companies, in order to assess and verify that the execution of these processes is fair and valid.

CSR Management

The Fujifilm Group’s CSR Promotion System and Related Policies

We established our Approach to CSR in 2006 in view of the importance of CSR in achieving sustainable growth in an age of tumultuous changes in the business environment, and of its value not only to top management but to each and every employee. Subsequently, seven policy statements (the Green Policy, Social Contribution Policy, Guidelines for Biodiversity, Procurement Policy, Quality Policy, Occupational Health and Safety Policy and Global Security Trade Control Policy) have been established and implemented.

The Fujifilm Group established the CSR Committee chaired by the President of FUJIFILM Holdings. The Committee takes decisions to promote the CSR activities of the entire Group. The CSR Department of FUJIFILM Holdings, which is the Secretariat of the CSR Committee, is responsible for ensuring rigorous CSR management by the Fujifilm Group. The CSR Department prepares the ground for various activities, discloses information outside, communicates with stakeholders, supports the CSR activities of Group companies, and audits the CSR activities of the entire Group.

The CSR department in each Group Company prepares and implements specified plans according to the overall Group CSR plan. It reviews the annual results and reports on activities to the FUJIFILM Holdings CSR Committee. The Group as a whole moves its CSR activities forward with a sense of unity.

Communication with Stakeholders

Companies conduct their activities while interacting and maintaining relations with a wide variety of stakeholders, and it is important to listen carefully to their various views and expectations. At the Fujifilm Group, we ensure that we make appropriate information disclosures as well as verifying, at various opportunities, whether or not our business activities are responding to the demands and expectations of all of our stakeholders, and reflecting our findings in our business activities. To ensure that our stakeholders’ views are reflected in our CSR activities, we also review them in our Sustainability Report.

In addition to opinions relating to our CSR activities as a whole, regarding priority issues such as the promotion of anti-global warming measures, the promoting body for each issue conducts briefings on the content of the activities and presents the respective report to external parties, to receive their advice and evaluation.* Looking back over our activities and obtaining the views of external parties in this way provides a good opportunity to reexamine our activities. We plan to continue these efforts to make them better activities in the future.

*See pages 33, 47, 70, 71.

The Fujifilm Group’s CSR Promotion System

To fulfill CSR
- Formulate and implement CSR activity plan
- Ensure thorough compliance and conduct risk management
- Report CSR measures to FUJIFILM Holdings CSR Committee

FUJIFILM Holdings Corporation
- For CSR-related items of the Fujifilm Group
  - Deliberate and decide basic policy
  - Deliberate and decide priority issues and initiatives
  - Chair: President of FUJIFILM Holdings

FUJIFILM Corporation
- FUJIFILM Business Expert Corporation
- Corporate Governance Structure
- FUJIFILM Group Code of Conduct
- Various Guidelines

FUJIFILM Global
- Corporate Governance Structure
- FUJIFILM Business Expert Corporation
- Corporate Governance Structure
- FUJIFILM Group Code of Conduct
- Various Guidelines

Fujifilm Group Chart for Corporate Behavior and Code of Conduct
- Fujifilm Group Corporate Philosophy and Vision
- The Fujifilm Group’s Approach to CSR
- FUJIFILM Global
- Adopted April 2010
- FUJIFILM Global
- Adopted April 2008
- FUJIFILM Global
- Revised March 2015
- FUJIFILM Global
- Adopted January 2010
- FUJIFILM Global
- Adopted January 2010
- FUJIFILM Global
- Adopted May 2015

*Corporate Philosophy and Vision
- Charter for Corporate Behavior and Code of Conduct
- Website: https://www.fujifilm.com/csr/
CSR Management

The Fujifilm Group’s Communications with Stakeholders

Main Stakeholders

- **Customers**
  - We have a diverse range of customers, from individuals, businesses; and organizations to government offices, etc.; since we work hard to develop storage and broader over the world, and offer such a wide leap of products, ranging from digital cameras and computers to office printers, medical imaging systems, highly functional components and materials for graphic arts.
  - Securing the safety and quality of products
  - Design for the Environment
  - Provision of appropriate information on services & products
  - Improvement of customer satisfaction levels
  - Customer response & support
  - Customer Center (liaison office for responding to inquiries)
  - Usability evaluation meetings and monitor surveys
  - Customer satisfaction surveys
  - Questionnaires at product purchase
  - Workshops, seminars
  - Holding seminars
  - Websites and social media

- **Employees**
  - Employees working for the Fujifilm Group total about 80,000 people in 270 companies. They are active at our 800 factories and the company’s offices in Tokyo and Aka 36.5% (as of end-March 2015).
  - Ensuring occupational health and safety
  - Respect for human rights
  - Utilization and training of human resources
  - Respect for diversity
  - Providing opportunities for dialogue with top management
  - Personnel management division liaison & interview
  - Compliance & Sexual Harassment Helpdesk
  - Regular meetings between the company and labor unions/Health & Safety Committee
  - Internet, in-house magazines

- **Shareholders & investors**
  - FUJIFILM Holdings has 132,496 shareholding, characterized by a high proportion of overseas and institutional investors. Foreign companies constitute 43.2% of our shareholders, while Japanese shareholders constitute 35.4% (as of end-March 2015).
  - Maintenance and expansion of corporate value
  - Appropriateness of profit distribution
  - Timely & appropriate information disclosure
  - Measures for Socially Responsible Investment (SRI)
  - General shareholders meetings/Business report
  - RI conferences/Individual meetings
  - Annual reports/Shareholder communications
  - RI information website
  - Responding to inquiries (Corporate Communication Office)

- **Transaction partners**
  - The Fujifilm Group conducts transactions worldwide with suppliers of raw materials and components and retailers of our products.
  - Thorough implementation of fairness & transparency in transactions
  - Promotion of CSR issues in the supply chain, such as human rights and the environment
  - Skilling to suppliers (on green supply, management of chemical substances contained, etc.)
  - SRI questionnaires (self-audited) We’re exclusive of use
  - Regular discussions with partners
  - Liaison office for responding to inquiries (in each region and sales division)

- **Future generations & local societies**
  - The Fujifilm Group has bases in approx. 40 countries and regions, and pursues its activities by treating the local culture and environment with respect.

- **Government organizations & international associations**
  - The Fujifilm Group has businesses in all over the world. Each of these businesses belongs to several industrial associations and has active relations with national, local authorities, including participating in collaborations and information exchanges, etc.
  - Legal compliance
  - Joint research & development in public policy aimed at the resolution of social issues
  - Participation in various industrial committees
  - Joint research & development of industry guidelines
  - Joint research & development of government or industry association
  - Proposals aimed at the resolution of social issues

- **NGOs & NPOs**
  - We are conducting dialogues with NGOs & NPOs who are also aiming for a sustainable society, for the resolution of social issues and environmental conservation.
  - Dialogue, collaboration and support aimed at the resolution of social and environmental issues
  - Obtain views on the Sustainability Report
  - Participate in stakeholder dialogue
  - Administration committee of Public Trust Fujin (Green Fund)
  - Realise meetings on various CSR issues
  - Affiliated area support activities with NGOs & NPOs

**Further details are included in the Sustainability Report.**

**Methods of Communication**

- **Customer Center**
  - (liaison office for responding to inquiries)

- **Usability evaluation meetings and monitor surveys**

- **Customer satisfaction surveys**

- **Questionnaires at product purchase**

- **Workshops, seminars**

- **Holding seminars**

- **Websites and social media**

**Environmental Communication Meeting to directly exchange opinions with local stakeholders**

The Fujifilm Group holds Environmental Communication Meeting in different business sites in Japan to disclose information about our environmental conservation activities as a member of local community and also to receive comments from community members. In response to this social trend, Fujifilm Kyushu (FFC) held its first Environmental Communication Meeting with the help of Kikuyomachi Town in Kumamoto Prefecture, where the company is located.

The meeting, divided into Parts 1 and 2, was attended by some 30 people, including local residents. Part 1 comprised an ex-planatory presentation and factory tour, and Part 2 was a discussion led by Dr. Ryota Shishida, Honorary Professor, Prefectural University of Kumamoto as moderator, and with Dr. Daisuke Ueno, Associate Professor, Department of Environmental Sciences, Faculty of Agriculture, Saga University as chemical substance advisor. The meeting included local junior high school students who actively submitted a number of questions.

The meeting marked its 10th anniversary and its efforts are highly valued as one of few companies in the prefecture that continue such environmental communication in the local community. We plan to increase the opportunities for communication with local government bodies and other companies in the area to promote further interaction with the community from the environmental viewpoint.

The Fujifilm Group is planning to continue to hold Environmental Communication Meetings to exchange opinions with the local communities and further promote our environmental and safety activities.

Fujifilm China issued its own Sustainability Report 2014, summarizing activities in China

The social interest in CSR is increasing in China, therefore publishing information about Fujifilm Group’s efforts in solving social challenges in China is important in terms of both communication with customers and improvements of the corporate brand. In response to this social trend, Fujifilm (China) Investment Co., Ltd. (FFCN) published its own Fujifilm China Sustainability Report 2014 for the first time in December 2014.

The Report presents the article “Realizing Sustainable Growth Along with China” and a number of specific examples of nine group companies’ contribution in the sustainable development of society through providing a variety of values to every stakeholder in China, including FFCN.
FUJIFILM Sustainable Value Plan 2016

Under the corporate slogan, “Value from Innovation,” established to coincide with our 80th anniversary, the Fujifilm Group has created a new Medium-Term CSR Plan covering FY2014 to FY2016, titled, “Sustainable Value Plan 2016” (SVP 2016), and commenced work on its implementation. Through SVP 2016, we are actively putting our Approach to CSR into practice: “to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.”

Social Background & Basic Approach

At present, global warming and other environmental issues are in a state of crisis. In addition, social issues such as human rights and social disparity are becoming ever more serious. This in turn drives society to expect global corporations with greater influential power to take actions towards resolving such issues. At the same time, corporations are changing their approach to CSR by taking the initiative in identifying and solving social issues as an opportunity for their renewed growth, rather than simply reacting to regulations and requests. Thus, the relationship between CSR and business activities is becoming closer than ever.

Since the Fujifilm Group’s first Medium-Term CSR Plan was created in 2007, immediately after FUJIFILM Holdings was established, we have promoted CSR activities in a systematic manner. This latest plan—our third—reflects the idea of “Contributing to solving social issues through products, services, and technologies.” We enhance collaboration between our business activities and social issues under the heightened expectation for the global companies to solve the worsening environmental and social issues. By this reflection, we embody our CSR Approach, “to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.” In addition to resolving social issues through our innovative technologies, products and services in the four priority areas related to the driving forces that VISION 2016 focuses on (healthcare, highly functional materials and document solutions), the company will reinforce and expand by aggressively tackling environmental issues in its business activities and its CSR basis for activities on a worldwide scale.

The Fujifilm Group aims to be a company that contributes to “the sustainable development of society” by actively creating “new values” to resolve the various social issues that we face.

Creating the Triple Promotion Policy

1. Clarifying the Basic Policies

The latest Medium-Term CSR Plan clarified the focus of our CSR activities by reviewing previous CSR activities and investigating trends in society and other companies’ activities. In addition to continuation and reinforcement of the existing CSR activities, “Exhaustive governance and compliance and reduction of impact on environment and society” and “Keeping an extended view across the value chain, life cycle, and world-wide”, we have made it clear in the Basic Policies that we will expand the scope of “Actively aim to solve social issues through our business activities,” which was already in operation.

2. Extracting Social Issues Based on Business Strategy

In extracting the social and environmental issues to address, we listed approximately 130 items based on ISO 26000 (international guidelines for social responsibility of business and organizations), the GRI Guidelines (international sustainability reporting guidelines), and the primary issues faced by other companies in the same industry and corporations with advanced CSR practices.

Also, we discussed the possibility of contribution to solving social issues among all business divisions, and clarified the possible products, services, and technologies by each division.

3. Evaluation of Materiality

As it is difficult to evaluate materiality of both “measures to solve social issues through business” and “conscious on environmental and social impact” in the same manner, we took two approaches for evaluation.

1) Solving social issues through business activities

We created a matrix of social issues and our products, services, and technologies that may contribute to solving such issues. Next, the size of potential contribution as well as the size of impact on society, were assessed to identify the social issues.

2) Conscious on environmental and social impact within business processes

With the participation of E-Square Inc., a professional CSR consultancy, the social issues identified are rated on two axes; from the social point of view (how important society believes the resolution of the issue is and what society expects the Fujifilm Group to do about it) and the corporate point of view (impact on business strategy, brand and reputation) and mapped on five levels. Issues that were rated four or higher on both axes were organized and reviewed as suitable expressions and defined as priority issues.

4. Planning, Review, and Approval

We set a goal for each priority issues. The environmental and HR divisions of operating companies which promote each priority issue played a central role to quantify their goals by looking back over its activities. Priority issues and problems were reviewed at the CSR Committee of each business division.

Medium-Term CSR Plan were discussed and formulated at the CSR Committee chaired by the President of FUJIFILM Holdings.

In order to assure accuracy of data on the environment and society featured in the Sustainability Report, activities in FY2014 underwent third-party verification. (See page 70.) We will now further our activities throughout the Group towards achievement of the Medium-Term CSR Plan.
Contribute to solving social issues concerning the environment, people’s health, daily life, and working style through our products and services.

**Social Issues**

**Health**
- Aging society, increased medical costs, regional divide in medical care, response to healthy life expectancy, unmet medical needs, etc.

**Daily Life**
- Contribute to creating a safe and secure society

**Environment**
- Global warming countermeasures

**Working Style**
- Promote communications that transcend the information barrier

**Basic Approach**

Health is the most personal and important topic for people, yet there is a range of associated problems, such as disparities in medical access, shortage of doctors, increasing burden on medical workers, and surging medical costs. The Fujifilm Group started producing X-ray film in 1936, soon after the company’s establishment. Since then we have been a long-term contributor in the field of medical diagnosis. Our medical business has recently expanded into the Prevention and Treatment fields, as part of a strategic move towards the group’s growth. We are continuously striving to widen our contribution to promoting people’s health and welfare.

In this new CSR Plan, we set out four priority issues based on the scale of our contribution to help solving the social challenges, identified through reviewing all the products, services, and technologies that we possess.

**Outline of Activities in FY2014**

In the drive to become a total healthcare company, the Fujifilm Group has been promoting action on organizational reinforcement in recent years, including developing high-performance medical equipment and M&A.

In the field of medical systems, we gained a solid market response especially for our medical IT systems and diagnostic ultrasound system, etc. In 2014, we also participated actively in symposia held in emerging nations, especially in Latin America. There is a desperate need for larger, particularly in Africa, Asia, and Latin America. There is a desperate need for effective treatments. For example, the cancer death rate is increasing across the world and the number of patients is growing ever larger, particularly in Africa, Asia, and Latin America. There is a desperate need for early diagnosis and treatment of diseases in emerging countries, in addition to finding effective treatments.

**Future Prospects**

In medical systems and document fields, Fujifilm Group will provide assistance for more accurate and rapid diagnosis and boost efficiency in medical care through a wider expansion of its business operations in the countries including emerging nations. In the life sciences field, we will expand the lineup of functional products that utilize our technologies to separate ourselves from competitors. In pharmacutical and regenerative medicine, products will be developed with increasing speed through organizational strengthening, including M&A, to promote further growth in various business fields.
Following the outbreak of the Ebola virus disease (EVD) mainly in Western Africa in 2014, the first case of the disease outside Africa was confirmed in Europe and preventing the spread of EVD is becoming a critical issue for the international community. In order to prevent a wide-scale outbreak of EVD in the future, it is critical to identify EVD patients at an early stage and implement initial response measures to break the chain of infection, while advancing the commercialization of anti-EVD vaccines and drugs.

Fujifilm applied its silver amplification technology, traditionally used in the development process for photographs, to the development of a diagnostic system that can detect even a very small amount of influenza virus in the initial stage of development, to announce the system in 2011. The system can do it at the place where an infection is reported, the company is working to create a simple, quick, small-sized, and portable diagnostic system. Also, it has been announced in an interim analysis report by the French Institute of Health and Medical Research (Inserm) based on the results of clinical trials conducted in Guinea that the early detection virus diagno-

The joint study is being conducted with organizations that share the goal of solving the world’s public health problems—Research to develop a rapid diagnostic system for the Ebola virus disease

Accelerate the development of regenerative medicine backed by enforcement of the Act on the Safety of Regenerative Medicine

Regenerative medicine represents a new medical technology to recover the functions of damaged organs by transplanting cells and tissues. It is expected to expand medical possibilities to meet medical needs that have not been met due to the lack of effective treatment methods and also to give an alternative to the transplantation of organs.

In 2014, two laws (Act on the Safety of Regenerative Medicine and Revised Pharmaceutical Affairs Act) were put into force as part of the measures implemented by the Japanese government to support the industry, and the clinical application of IPS cells was started, making the year an important one for the progress of regenerative medicine in Japan. The world is now paying attention to the country, which is moving toward implementing regenerative medicine.

The Fujifilm Group is a top runner in the field of regenerative medicine. Japan Tissue Engineering (J-TEC), one of its consolidated subsidiaries, is the only company to market regenerative medicine products such as autologous cultured epidermis and autologous cultured cartilage in Japan. The Group also launched the extracellular matrix Cellnest as a reagent for research use, based on the collagen technology accumulated in the photo imaging business. Fujifilm has managed to increase the marker size 100 times within one minute, enabling easier virus detection.

Develop endoscopes using proprietary technologies to contribute to the early detection and treatment of diseases while minimizing the invasion on patients

Fujifilm (FUI), from the time it became the first in the world to develop a digital endoscope in 1984 and has since been developing epoch-making endoscopes, including less painful transanal endoscopes, double balloon endoscopes to allow the examination and treatment of the entire small intestine, for which it is very difficult to insert an endoscope. Fujifilm’s endoscopy systems are divided into two types: one using xenon lamps and the other using laser light (LASEREO). In 2012, we released LASEREO as the world’s first endoscope using laser as a light source. The product’s biggest feature is the laser illumination technology that combines two kinds of laser light of different wavelengths: while light suitable for normal observation and laser light for short-wavelength narrowband light observation. This technology is coupled with our proprietary imaging technology to increase the visibility of the lesion. In 2014, we added a transanal type to the peroral type, and included the Linked Color Imaging (LCI) function to emphasize minor color variations in the mucous membranes in the standard functions to support the diagnosis of inflammatory disorders.

Fujifilm will continue to meet the needs of doctors and patients, advancing the development of endoscopy to contribute to the early detection and treatment of a range of diseases.

The creation of new drugs in fields that lack effective treatment is an important social challenge. Fujifilm helps boost the efficiency of clinical trial operations by utilizing its accumulated know-how on document management for the management of both paper and digital documents. As a result, Center for Clinical Trials, Japan Medical Association adopted the Company’s clinical trial management system in the solution that they launched full scale in September 2014.

Supporting the networking and digitization of clinical trial operations for speedy development of new drugs

Medical facilities conducting clinical trials are shifting their overall operations from the conventional paper-based methods to paperless in order to promote higher efficiency. However, there have been challenges to face in this shift, including the high cost of the new system introduction, changes that have to be made to the operational processes, and compliance with the regulations on the management of electronic media, which required standardization of formats and management rules between related organizations.

Fujifilm’s Center for Clinical Trials has worked to meet these challenges in cooperation with industry groups and others based on the use of the cloud-based Clinical Trial Document Support System. Fuji-Xerox’s document management solution is used in this system to manage original documents in electronic form (electronic record storage function). The solution enables organizations using Clinical Trial Document Support System to manage original documents electronically rather than in paper form, leading to the reduction in the cost of storing clinical trial paper documents and in turn to higher operational efficiency.

Fujifilm will continue to offer a range of healthcare solutions to contribute to the early development of drugs and to higher-quality medical services.

*1 Research study of drugs or medical equipment before they can be commercialized.

*2 Promotes the development of a platform for clinical trials in Japan as part of the Large Scale Clinical Trial Network Project, a clinical trial promotion program subsidized by the Ministry of Health, Labour and Welfare of Japan.
Injectable antibiotic products have been supplied mostly in glass bottles called vials and the “preparation,” or dissolving the drug in saline solution for infusion, is troublesome. Accordingly, among busy medical facilities where many patients are taken care of on a daily basis, it has been strongly desired to improve the operational efficiency.

It is the “double-bag kit” that meets such needs. The drug and saline solution are sealed separately in bags, with each bag divided by a barrier, and when administered, the solution chamber is pressed to break the barrier and dissolve the drug to the solution. Compared with vials, the bags are more easily prepared (the drug dissolves in the solution quickly) and prevent contamination of bacteria or foreign materials since the preparation is completed within sealed bags. Conventional bag kits have aluminum film on a drug chamber to protect the drug from oxidation and moisture absorption, and the film has to be removed before administration. For non-film type, drying agents are packed in the drug chamber.

In February 2015, TOYAMA CHEMICAL began to manufacture the double-bag kit. The product is innovative in that it has both high resistance against oxidation and moisture without aluminum film on a drug chamber and drying agents thanks to “transparent super high barrier film” developed by Fujifilm and convenient high visibility of the contents. We will continue developing products like this to contribute to reduce the burden on medical facilities and improve their service quality.

In an aging society where the average lifespan is extending, people are getting more interested in methods to prolong their healthy life expectancy.* One of these methods that uses antioxidants to curb aging is attracting much attention.

In our modern “stressed society,” people from children to senior citizens suffer from numerous stresses. Stress is believed to have a huge influence on depression and other modern ailments and in the increase in the number of suicides. In order to build a healthy and sound society, in addition to providing safety and security for everyday living, we need to reframe the importance of communication between people and within regions to provide psychological support.

* The World Health Organization (WHO) proposed the concept of healthy life expectancy in 2000. In Japan, the difference between the average lifespan and the healthy life expectancy is 0.13 years for men and 2.68 years for women.

Photography, the original business of the Fujifilm Group, has the power to preserve memories of events and help us to lead fulfilling lives. This belief was reinforced by the “Photo Rescue Project” organized during the 2011 Great East Japan Earthquake. With our Tono Mirai Zukuri College, conceived as part of the recovery assistance activities, we are exploring directions we can take in the future to revitalize local communities. Photos and documents can revitalize communication and preserve our cultural heritage for future generations, and our hope is that we can develop new products and services that will bolster our wider use in society. The safe storage of digital data is important in allowing members of society to preserve their ties with other people, thus enriching life in a society that is safe and with fewer accidents and less crime.

In the imaging field, the quality of the premium digital camera, “X Series,” and the replacement lenses earned acclaim and are steadily growing in sales. In the World Cup Football Tournament held in Brazil in 2014, Fujifilm Group was recognized not only for the outstanding quality of its products but also for global coordination within the group and succeeded in having FUJINON lenses chosen as the official TV lens products for the sports events. Its recording media also draws attention with long-term storage of large amount of data. Its instant photo system is generating sales around the world cheekily among young people who are now very familiar with photography using digital cameras and smartphones. Also, we have proposed a wide range of value-added printing, such as the Year Album, “QuickSnap,” was selected as one of the “Essential Historical Materials for Science and Technology” (nicknamed: Future Technology Heritage) by the National Museum of Nature and Science of Japan.
In its priority themes, Fuji Xerox includes solutions to problems faced by local communities, it comes into contact with through its business operations, and opened Tono Mirai Zukuri College in Tono City, Iwate Prefecture in April 2014 as a result of three years of activities. The city served as a logistical support base for the areas affected by the Great East Japan Earthquake.

The College was launched under a project that uses Fuji Xerox’s communication technology to identify problems and reach consensus over the development of Tono City, and based on the results of repeated dialogue between the city, its citizens, and NPOs. Fuji Xerox is constructing and managing the College’s programs in cooperation with Tono City with the aim of encouraging exchange between people in developing the city. The College is located in buildings that used to house Tsuchibuchi Junior High School and is attracting attention as an example of the effective use of a former school building.

In fiscal 2014, which was the first year for the College, activities were focused at the following aims:

- Invite more people to the College
- Promote exchange between people: Invite more people to the college mainly from the Tokio metropolitan area.
- Participation by local citizens: Inform local residents of the College’s programs in cooperation with Tono City, Iwate Prefecture in April 2014 as a result of three years of activities.
- Implement programs
  
  The programs have thus had good results and the number of local participants, which was initially small, increased toward the end of the term, together with an increase in local recognition for the programs.

In fiscal 2015, the number of people involved in the College will be increased to enhance the management foundation, and studies on how to build a business model based on specific examples will be carried out. To this end, Fuji Xerox aims to implement 11 programs in the three areas of exchange, lifestyle, and industrial creation. The company will encourage more people to participate in the programs to achieve good results.

Through the College project, Fuji Xerox has gained the know-how to identify and solve problems by using communication technologies, and it will be able to use this in other areas.

Programs are implemented by about 70 organizations, and include first-rate programs provided jointly with local municipalities and research institutes.

The number of participants exceeded the initial target of 2,000 to reach 3,569 (including 1,823 who stayed overnight). Implementing the programs has brought results. For example in one of the programs, local junior high school students broadened their outlook by studying with company employees and students from both Japanese and overseas universities. Some participants also stayed with local residents as part of the programs. This was well evaluated by participants.

The College programs implemented in fiscal 2014

The spread of digital devices has made companies and research institutes recognize the importance of creating new value for business-research by analyzing a large amount of data and archiving materials and images that have scientific and historical value. Accordingly, the need to store highly value-added data in a safe, efficient and cost-saving manner is increasing.

As part of the continued efforts since its foundation to spread and develop the culture of photography, FUJIFILM Corporation is fostering a “Photo Renaissances” activity. We have been creating and communicating fundamental values of Photography—shooting, preserving, displaying and gifting since 2013, based on the concept of enriching people’s life with photography.

In February 2014, we opened WONDER PHOTO SHOP in Hangaju, Tokyo as our first direct marketer based on the concept of a new photography shop in the age of smartphones. The spread of smartphones enables more people to take photos whenever they want. Photos are now used as a tool of communication and are also being increasingly used by the young as gifts. The experimental WONDER PHOTO SHOP provides customers with new value-added print services to meet the needs of the smartphone age. These include the “Shuffle Print” service to create a commemorative print composed of multiple photos, the creation of can badges and iPhone cases.

Fuji Xerox has also launched a data archive service named “cternity” in April 2014, in which we record and save valuable data entrusted to us by customers on magnetic tape for long periods. Magnetic tape can be stored for a long time without the need to energize the medium with an electric current during the period, and this helps minimize the electricity cost and reduce CO2 emissions.

To meet social needs for long-term storage of a large amount of data, Fuji Xerox is working on developing technology to further increase the recording capacity of magnetic tape with its unique technology using BaFe magnetic particle. In recognition of this, IMAGICA Corp. launched an archive storage service for images with Fuji Xerox, and also Kastakawa Corporation concluded an agreement with Fuji Xerox to archive digitally restored data for the movie “Rashomon,” directed by Akira Kurosawa.

We obtained ISO/IEC 27001: 2013 (the international standard on information security management systems) certification for cterinity, and this demonstrates that the service provides high security. Fuji Xerox will continue to provide reliable services and solutions to meet the need for archive storage of data that is valuable for customers and society.
Contribute to solving social issues

24 kiloton-CO

new generation of products and services that help minimize the greenhouse effect, upholding its target of reducing CO2 emitted by customers by 7 million tons yearly by 2026.

Fujifilm is developing and providing products and services that help minimize the greenhouse effect, upholding its target of reducing CO2 emitted by customers by 7 million tons yearly by 2026.

The printing industry consumes water, energy, chemical agents and solvents in large amounts and is required to implement measures to protect the environment. The industry, however, includes a lot of small businesses, who cannot invest in environmental protection immediately. “Green printing with high productivity” is therefore a global challenge.

Against this backdrop, FUJIFILM Corporation unveiled FUJIFILM SUPERIA, a resource saving solution for offset printing, and began promoting sales of this product across the globe.

The solution provides five types of resource savings: savings on materials (paper, chemical agents, etc.), savings on man-hours (reducing the processes and time to delivery), savings on energy (reducing the use of electricity and gas), savings on emissions (waste chemical agents and VOCs), and savings on water (reducing water use), thereby providing good and stable environmental performance while helping increase profitability steadily. We will promote the sales of this product together with sales of the Fujifilm Global Graphic System (FFGS), not only in Western countries that are making progress with environmental protection, but also in Asia and other emerging economies where people are raising their environmental awareness.

SUPERIA comprises multiple solutions, and the process-less CTP system eliminates the need for alkali development, gum washing or any other form of processing. It has been highly evaluated as an extremely resource-saving solution for offset CTP and has been introduced in about 3,000 companies (450 in Japan) to date. In May 2015 we released a more advanced next-generation processless CTP plate to the Japanese market, and by request, released one for use by newspaper companies in July—Japan’s first. We are thus meeting a range of resource saving needs.

The on-demand publishing system Versant™ 2100 Press provides dramatically improved environmental performance.

FUJIFILM Sustainable Value Plan 2016

Promoting sales in South Africa since 2014. Fuji Xerox won an event held to introduce the product.

The global printing industry, one of the key solutions.

According to the latest report from the United Nation Intergovernmental Panel on Climate Change (IPCC), it is likely that temperatures will increase by approximately 4°C by 2100 without additional mitigation and CO2 emissions continue to rise. Global warming is becoming ever more serious and remains as one of the most important issues to address across the world. The water risk is another serious issue in focus. The Fujifilm Group aims to help resolve these environmental challenges through changing our working styles and products towards low environmental impact, including highly functional materials and magnet-tape utilizing applied photographic film development and production technologies.

As the leading company in high-performance films, the Fujifilm Group is now applying the technologies cultivated in photo film to development and sales in various fields in order to reduce environmental impact. In its active against global warming, we contributed to the reduction of CO2 emissions by 10.75 million tons in FY2014 (compared to 2005) with the target of a CO2 reduction of 20 million tons by FY2020 compared to 2005. These products with a particularly high contribution effect are data storage media LTO-tapes employing the new generation of Barium-Ferrite (BaFe) magnetic particles that has been used widely by our customers since its introduction in 2012, as well as the IT solution for medical clinics, SYNAPSE. The photovoltaic backsheet launched in 2012 was recognized for cutting down environmental impact and improving the product life of photovoltaic modules, receiving the Japan Association for Chemical Innovation’s FY2014 Green & Sustainable Chemistry Award of the Minister of the Environment. Also, we highly contributed to lower environmental impact such as CO2 reduction with expanding sales of mobile and cloud solutions in document field.

Fuji Xerox is developing and providing products and services that help minimize the greenhouse effect, upholding its target of reducing CO2 emitted by customers by 7 million tons yearly by 2026.

Fujifilm has been leading the printing industry with its on-demand publishing systems which allow users to make prints in the necessary quantities whenever they want, thereby reducing the print inventory and wasted sheets. The new compact belt roller fuser, which was developed for the color on-demand publishing system Versant™ 2100 Press (released in May 2014), enables the compact product to achieve print productivity of 100 pages per minute, doing away with both body size and weight compared to the Company’s existing product. This leads to a reduction of 3,738 kg CO2 emissions per unit. It will continue to promote on-demand publishing systems which contribute to reducing environmental impact as well as meeting the needs of slow-impact printing of various materials in Japan and the Asia-Pacific markets.

The product received the “Minister’s Prize, the Ministry of Economy, Trade and Industry of Japan” of the Eco-Products category at the 11th Eco-Products Awards, organized by the Eco-Products Awards Steering Committee. This award is the top honor of the Eco-Products category. The product also won the Good Design Awards 2014 held by the Japan Institute of Design Promotion.

* CO2 emissions during the manufacturing and transporting of parts while destroying the compact product. Uses Fuji Xerox’s own primary unit to calculate the CO2 emissions from the weight of a product.
Contribute to solving social issues
Work outside → Process streamlined by introducing COMPASS

The Fujifilm Group has brought evolution to communications in society through a fusion of our own accomplishments.

**Basic Approach**

The recommendation on the Naihiru Forward-Looking Strategies for the Advancement of Women adopted by the UN Economic and Social Council in 1990 was for “the ratio of women in leadership positions to increase to at least 30% by 1995.” In Japan in 2003, the Headquarters for the Promotion of Gender Equality announced that it hopes for “the ratio of women in leadership positions to at least reach roughly 30% by 2020.” Although the 30% ratio is an international target, the figure has not been achieved in many areas in Japan. Diversity that allows a wide variety of people to work and for women to play an active role is an important issue that must be addressed urgently.

**Outline of Activities in FY2014**

Fujixerox is offering solution services aimed at creating an environment in which people are able to work in ways that suit their own individual circumstances, regardless of location or time.

In fiscal 2014, Next Generation Managed Print Services were introduced in Japan and part of the Asia-Pacific region, designed to go beyond simple optimization of the customer’s output environment and create business process automation and workstyle reform. Solutions for improving business efficiency and document management are being implemented for government and municipal offices, and local governments in the medical care and pharmaceutical product fields.

Furthermore, we have launched new solution services and multifunction printer/production printers that support mobile working. The cloud services Working Folder and Scan Translation Service have undergone reinforcement to boost coordination with Fujixerox’s various cloud services and upgrade convenience. DocuWorks Mobile which realizes seamless integration of multifunction printers or Working Folder also boosts collaborative work and projects through the smooth distribution of documents and information.

**Future Prospects**

Through presenting the experiences in resolving our own management issues, we will identify management issues for our customers, and develop new products and solutions services to create new workstyles that utilize ICT cloud technologies.

At the same time, we will work on making changes in our own workstyles and business operations through new forms of communication that make use of various devices and systems that will offer to customers solutions based on our own accomplishments.

Fujixerox has distributed tablets to engineers in charge of maintenance services across Japan since April 2013, and started up "COMPASS," a system enabling safe access anywhere (ie. from customer site) and use of necessary information even away from the office.

All customer information necessary during a service visit (including information from the sales department and call centers), which is automatically gathered and distributed by the database can be accessed and viewed on COMPASS. At the same time, digitalizing data entry to the database can be completed at once at customer site, eliminating the need to return to office to do such work. This has reduced maintenance work, by approximately 5 minutes per service visit, and generated a surplus of 100 hours per Engineer each year, dramatically improving service productivity.

At the same time, applications have been developed for Engineers to study and brush up their skills and also for easy diagnosis of client problems. The extra time is now used for communications with clients, allowing Engineers to enhance their skills as "Customer Solution Engineers," creating opportunities for following sales projects. The company has already customized COMPASS for the introduction into service divisions of companies in other industries. The new workstyle realizing both convenience and outstanding security was covered in the media as examples of "Unity of Words and Deeds"(Senki-Ichi). We will continue to utilize COMPASS so as to be "Engineers who can consult everything regarding to the maintenance service."

**Maintenance Service Process Reforms with COMPASS System**

**Priority Issue 1**

Promote communications that transcend the information barrier
Target: Promote solution services to enhance communications inside and outside the company and widely notify details of case studies

**Priority Issue 2**

Promote diversity
Target: Create and expand practical working environment solutions that enable people to work wherever and whenever to suit individual’s skills and lifestyle needs

**Work-style reforms implemented over the years to become solutions for all of society**

The latest example of work-style reform is a practice at Nihonbashi office, which opened in May 2015

The results at T-CUBE have been employed in increasing assistance to customers in implementing such work-styles. We offer solutionsadapted to existing issues and objectives, based on what the employees actually experience in the work environment, such as creation of an environment where employees “can work any time and anywhere” by utilizing their diverse working styles, with paperless and document reduction based on specific office diagnoses.

Fujixerox wields strength from its extensive experience of approaching to work-style reforms, both in success and failure over many years. Additionally, there is “document communication,” the company’s own solution for the effective management of documents through consolidation of paper and digital data in the transmission, sharing, and storage of information, which is fundamental to efficient communication. Such accomplishments have led to building customer trust, with seminars being held every month and individual counseling meetings being requested. Several tens of projects in this area are underway. The expertise that Fuji Xerox has accumulated is expected to bring about positive reforms in the work-styles for all of society.

**1. 安全、安心な社会づくりへの貢献**

Promoting work safety. Securing a healthy working environment. Developing a system enabling safe access anywhere (ie. from customer site) and use of necessary information even away from the office.

**2. 多様な人材の育成と活用**

Training and promoting talented people. Developing a system enabling safe access anywhere (ie. from customer site) and use of necessary information even away from the office.

**3. 健康増進、美への貢献**

Promoting health and wellness. Developing a system enabling safe access anywhere (ie. from customer site) and use of necessary information even away from the office.

**4. 健康増進、美への貢献**

Promoting health and wellness. Developing a system enabling safe access anywhere (ie. from customer site) and use of necessary information even away from the office.
The Fujifilm Group has been working on reducing the environmental impact of its business processes for many years. In Sustainable Value Plan 2016, “global warming countermeasures,” “resource recycling” and “product and chemical safety”—the three themes that are particularly closely linked to the Group’s business activities and wield a major social impact—have been designated priority issues.

1. Promote global warming countermeasures
2. Promote resource recycling
3. Ensure product and chemical safety

Promotion policy

Solve environmental issues within business processes actively.

1. Environmental burdens due to raw materials procurement (CO2) emitted during the process of extracting, transporting, refining, synthesizing, processing, and transporting raw materials is calculated for the main raw materials procured.

2. Environmental burdens due to product manufacture is calculated based on the total amount of energy (electricity, petroleum, and gas) consumed in the production process.

3. For the calculation of environmental burdens due to product transportation, estimates are made based on domestic and overseas transportation methods and distances traveled. The typical amount of CO2 emissions per unit of weight and distance for each method and correction factors such as the yield rate are multiplied by the weight of the raw materials procured.

4. For copy machines, printers, and fax machines, environmental burdens due to use of products is calculated as energy consumption for a 5-year period for the machines installed this year. For other products, the estimated number of machines in operation is multiplied by typical energy consumption.

5. Environmental burdens due to product disposal is calculated based on the estimation of stress on the environment caused by the disposal of the raw materials procured.

6. Wastewater released as a result of business activities
7. Volume released to public water
8. Total of heavy oil A, heavy oil C, kerosene, light diesel oil, and gasoline (Amounts of the petroleum-based products are summed after appropriate energy conversions, and the total is expressed in terms of the amount of heavy oil A.)
9. Total of natural gas, liquefied natural gas (LNG), urban gas, and liquefied petroleum gas (LPG) (Amounts of the gases are summed after appropriate energy conversions, and the total is expressed in terms of the amount of urban gas.)
10. This includes the amount of water used in a cyclic manner. (For the above, data from the input-output table and other sources are used to obtain CO2 emissions per unit of output.)
The Fujifilm Group has been promoting activities to reduce CO2 emissions by setting management indicators for CO2 emissions across the entire product and service lifecycle (from material “procurement”, “product manufacturing”, “transportation”, “use” and “disposal”), not only within our Group. We set the target of “reducing CO2 emissions for the entire lifecycle of products by 30% by FY2020 (relative to FY2005)” in April 2010, and we are continuing to actively reduce CO2 emissions in our Group as a whole. Since FY2012, we also calculate emissions based on the Scope 3 Greenhouse Gas Protocol (“Scope 3”), and report related information as required. We also carry out development of environmentally conscious products based on “Rule for Design for Environment (DfE)” with which we review the degree of achievement in product performance to the target set in the design stage. These efforts should contribute to the further reduction of CO2 emissions.

Our basic approach is based on the General Guidelines on Supply Chain GHG Emission Accounting released jointly by METI and MOE. Targets are set for emissions, such as material procurement, manufacturing, transportation, use, disposal, as well as employees’ commuting and business travel. Scope 3 calculation is carried out based on the General Guidelines on Supply Chain GHG Emission Accounting released jointly by METI and MOE.

### Outline of Activities in FY2014

**Outline of Activities in FY2014**

**Global Warming Countermeasures**

**CO2 Emissions Reduction Across the Product Lifecycle**

In FY2014, despite our Group’s production output exceeding that of the base year, FY2005, the Group’s overall CO2 emissions were reduced by 293,000 tons (6%) from the base year level. However, CO2 emissions from the entire group increased by 1.6% compared to FY2013. Although we have maintained a downward transition since FY2011, there was a 4% increase in the manufacturing stage due to an increase in the production of major products. Also, a further increase occurred in the transportation and use stages through an increase in staff copy and multifunction devices. On the other hand, CO2 emissions in the manufacturing stage were reduced by 1% compared to FY2013 despite the production increase. Compared to the base year of FY2005, we have reduced CO2 emissions in the manufacturing stage by 12%, under conditions in which the CO2 emission coefficients of the electric power utilities in Japan increased by 34% compared to FY2005. This was achieved by efforts to improve the energy usage efficiency at our facilities, through promotion of energy-saving measures across the group companies, enhanced utilization of in-house co-generation system in Japan, and utilization of renewable energy in overseas sites. We were also able to reduce emissions by 1% compared to FY2013 in the disposable stage by cutting waste and promotion of Zero Waste Emissions. Further, we participated to the Carbon Neutral Project led by the Ministry of the Environment and offset equivalent to 1.6% of CO2 utilizing our carbon emission credits (see page 37).

**Continuous Promotion of Energy Strategy**

The Fujifilm Group founded the Global Warming Prevention Promotion Committee in FY2007 to work on achieving significant improvements in production energy intensity and CO2 emissions per unit production at six major factories in Japan. We have also conducted the Energy Cost Reduction Project, including overseas companies and factories, since FY2010 to reduce energy and CO2 emissions through enforcement of energy-saving measures (targets of both activities were achieved in FY2012). In FY2013, such energy management schemes were renewed and restarted as the Energy Strategies Promotion Committee, now giving them control over energy procurement and supply across the company. In FY2014, we continued deploying group-wide energy-saving measures, such as energy reductions that are not directly linked with production output (fixed amount of energy used regardless of the production and standby energy consumed during non-production), as well as rolling out of new energy-saving measures across the group. We also actively promoted group-wide energy-saving activities in offices as well as production processes to ensure implementation of energy-saving measures. As a result of these efforts, we improved per-unit energy use by 5%, resulting in an annual energy cost saving effect equivalent to approx. 6%.

Also, we started utilizing the wheeling of electric power with in-house co-generation system*1, immediately after its enforcement in Japan in April 2014 following the revision of the Electricity Business Act, as our new energy measure in FY2014. Using this system, we supply the power generated in the Fujifilm Factory for a better future, among our group companies, simultaneously contributing to alleviating the peak demand to the power grid, a scheme introduced by the revised Act on the Rational Use of Energy, and to a reduction in electricity costs.

**Future Prospects**

In FY2015, we plan to further expand energy-saving measures across the Fujifilm Group and revise their manner of operations in order to continuously reduce energy-dense CO2 emissions. At the same time, we will re-assess the energy-saving scenario to achieve the medium-term target set for FY2016 and the FY2020 target, as well as considering new targets after FY2020. For the Energy Strategy, we will expand our wheeling of electric power with in-house co-generation system to a greater number of business sites in FY2015, and plan and promote more utility measures ahead of the legal enforcement, including reform of the power and gas systems for a better future.

*1 CO2 emission coefficients: In Japan, we refer to the CO2 emission coefficients for electric power electricity indices shown on the Japanese Ministry of the Environment’s website for the greenhouse gas emission calculation and reporting scheme every year. For overseas, we referred to CO2 Emissions from Fuel Combustion 2012 (JE).
Fujifilm

Fujifilm has been working on reducing environmental impact for its all new and renewed products according to “Rule for Design for Environment” since 2003.

In FY2014, we started a new effort based on the policy of Contribution to Solving Social issues through Products and Services, stated in our new Medium-Term CSR Plan. We set up the target to “reduce CO2 emissions by 20 million tons by 2020 (compared to 2005)” and we are making progress toward this target by increasing social contribution through our environmental efforts. Visualization is attained by calculation based on internal guidelines to Calculate the Environmental Contribution for the Reduction in CO2 Emissions[1] on nine case studies, including our specially developed magnetic tapes for storage media. We also listed and organized about 40 candidate projects that may contribute to CO2 emissions reductions, including those still in the stage of development in the R&D Divisions. Our environmental efforts also cover water usage, which is now a focus of the world’s attention. We commenced visualization of water usage across the product lifecycle for four case studies, mainly in the Graphic System Business area, based on the internal guidelines to calculate the water footprint established in the previous fiscal year. We plan to enhance the product coverage of such water usage visualization, publicly disclose the visualized data as environmental information, and utilize it to develop products with water conservation features.

In October 2013, the Global Guidelines to Contribute to GHG Emissions Reduction[2] was internationally published. In order to promote the guidelines’ dissemination and spread their use in Japan, the Japan Chemical Industry Association published the Global Guidelines Supplement[3] in March 2015. Fujifilm participated in the creation of this supplement as a working group member; making suggestions in creating concrete examples of applying the guidelines using simpler languages.

Fujifilm will create the roadmap to achieve the FY2020 targets to contribute to CO2 emissions reduction and continue to strive for the attainment of such targets. Also, concerning water usage, we will expand the product coverage of water usage visualization and promote the development of products to conserve water resources and provide the environmental information.

Fujifilm continues, not only to working for internal environmental activities, but also for external working groups by actively involving ourselves in disseminating an environmentally conscious approach across the whole of society.

1. The internal guidelines to Calculate the Environmental Contribution for the Reduction in CO2 Emissions. A compilation of approaches and methods to visualize contributions to CO2 emissions reduction in a quantitative manner across the product lifecycle, including the stage of customer acquisition.

2. Global Guidelines to Contribute to GHG Emissions Reduction. The first global guidelines to evaluate the contribution to GHG emissions reduction in a value chain, published in October 2013 by the International Council of Chemical Associations (ICCA) and the World Business Council for Sustainable Development (WBCSD) Chemical Sector project task force on the Guidelines to Calculate Contributions to CO2 Emissions Reduction (Japan) published by the Japan Chemical Industry Association.

3. Global Guidelines Supplement. A publication supplementing the above guidelines with an easy-to-understand explanation of the following aspects: together with concrete examples: definitions of chemical product level and end-use level in a value chain, scope of contribution products, definitions of contribution significance, how to specify service life, how to choose data to be used, and other notes.

Fuji Xerox

Fujixerox is working on cutting its environmental impact both in terms of hardware and software, in order to minimize our products’ impact on global warming. Under the concept of RealGreen, product development is proceeds with attention given to both reducing the global environmental impact through energy conservation, etc., and paradoxically, to the pursuit of the values of comfort and convenience. Eco-friendly technologies have been introduced for new models in all product lines. By replacing older models, we are seekin to reduce power consumption when customers use our products.

In FY2014, VentariTM 2100 Press, the color on-demand publishing system received the “Minister’s Prize, the Ministry of Economy, Trade and Industry” of the Eco-Products category at the 11th Eco-Products Awards, organized by the Eco-Products Awards Steering Committee (see page 25).

Use of efficient remote servicing is being promoted for product inspection and maintenance. Specifically, customers subscribing to our Remote Service EP-BB service contract receive firmware updates remotely, in order to reduce the number of visits to customer sites. In FY 2014, these activities have picked up speed, with the introduction of a remote inspection system that forecasts the timing of parts replacements and fault prediction in order to optimize the timing for inspections. As a result, the number of visits has been cut down by roughly 45% over the previous year and this has reduced CO2 emission generated by vehicle use.

In the future, the company plans to provide its customers and society outstanding environmental values through environmentally-friendly products and solutions services through eco-friendly technologies that the company had developed over its history.
**Measures to Reduce Waste**

The Fujifilm Group has always been aware of the importance of effective use of natural resources, as the main raw material for photographic film, the main product at the time of our establishment, is the precious natural resource, silver, and to which lots of clean water and fresh air are essential in manufacturing. Since our establishment, we actively continue with our efforts to reduce the amount of virgin resources, such as by reducing waste usage, recycling and reusing water, recovering and reusing silver, and establishing a recycling system for multifunction devices and copiers. etc. We are conducting efforts to use resources effectively and reduce waste through measures which take into account the total lifecycle of a product, by considering the 3Rs (reduce, reuse, recycle) in the product design, reducing loss at the manufacturing stage, collecting, reusing and recycling used products, and recycling or converting into valuables.

- **Outline of Activities in FY2014**
  - **Measures to Reduce Waste**
    - Reduce volume of waste generated by 8% compared to FY2012 by FY2016
    - Reduce material input per unit by 10% compared to FY2012 by FY2020
    - Create an input control system by FY2016, such as setting indices per unit and verifying the efficacy
    - Maintain water usage per sales (water input per unit) at FY2012 levels

**Measures to Zero Landfill from Products**

At Fujifilm, based on the approach that “used products are not waste products but valuable resources,” we have been introducing resource recycling activities aiming for Infinite Zero Landfill through the maximum use of resources by collecting used products and reusing and recycling them. We have achieved Zero Landfill from the collected used products in Japan by recycling them as a part of other products. We also established resource recycling systems equivalent to that in Japan in China and the Asia Pacific region based on the idea that we have same responsibility to reduce environmental impact in all the regions where we conduct business as a global corporation. As a result of such efforts, we have been maintaining more than 99.5% of resource recycling rate, which is the target rate for Zero Landfill, in all of our business areas*1 since FY2010.

As for new resource inputs, we managed to reduce these by 41 tons in FY2014 from the previous year. However, we expect that it will be more difficult to retain such a reduction rate of these inputs against the increase in the amount of products and parts due to advancements in downsizing and weight reduction in products and consumables.

**Future Prospects**

We are progressing with the further utilization of resources and reductions in environmental impact to enhance the “quality” of recycling, such as by improving the working environment in dismantling processing bases while maintaining Zero Landfill in all of our business operation areas.

1. Defining of “Zero Landfill”: Reduction of simple incineration or landfill to under 0.5% of total waste output.
2. Reusing: Either parts are reused as they are, or their materials are reused. Recycling: Commodities that could not be reused are recycled as a resource for other purposes.
3. Japan, China and the Asia Pacific

**Future Prospects**

Solve environmental issues within business processes actively.

**Responsive to Water Risks**

Since our establishment, the Fujifilm Group has been working toward water usage reduction and water recycling. In FY2013, we set the medium-term target of “maintaining water usage per sales (water input per unit)” at FY2012 levels in order to address the water risk, which is now of growing concern and achieved the target of FY2014.

We believed that our water risk was low as our production sites with high water usage are all located in Japan, where water is abundant. However, in FY2014, we identified our group sites with relatively higher water risk through visualization using a matrix with two indicators: “water stress” and “impact on company business in terms of water usage.”

**Future Prospects**

We are planning to survey and reduce water usage in our suppliers and customers.

**Assessment Map of the Impact of Water Resources on Company Business**

![Assessment Map of the Impact of Water Resources on Company Business](image)

**2025 Water Stress Map and 2013 Fujifilm Group’s Water Usage**

![2025 Water Stress Map and 2013 Fujifilm Group’s Water Usage](image)
Fujifilm Holdings was selected as one of the businesses for the FY2014 Carbon Neutral Certification Model Project, and eventually received the Carbon Neutral Certification in its headquarters building and three other major offices. The company’s “carbon neutral” status (zero CO2 emissions) was achieved by the Clean Development Mechanism defined in the Kyoto Protocol, offsetting the entire amount of FY2013 CO2 emissions (13,043 tons) including those derived from fuel and electricity usage (Scope 1 and 2), as well as from paper usage, waste emissions, business travel, and employee commuting (Scope 3).

We have actively installed a number of energy-saving measures in offices, such as usage of LED desk lights along with the activities to raise environmental awareness among employees.

Acquisition of Carbon Neutral Certification offsets the remaining CO2 emissions by utilizing Certified Emission Reductions (CER) credits gained from hydroelectric power generation in developing countries and other contributions. Such CO2 emissions offset also helps anti-global warming measures in developing countries. We will further accelerate the global warming countermeasures to achieve the FY2020 CO2 emissions reduction target through the united effort of all group companies.

* Carbon neutral: A scheme that can offset the entire amount of GHG emissions from the activities of a business or other organization with the amount of the organization’s GHG emissions reduction made in other areas.

The revised Industrial Safety and Health Act will be enforced starting in Fujifilm in 2014, Fuji Xerox also started using the information communication tools provided by the Joint Article Management Promotion-consortium (JAMP), a community management promotion organization established in 2006 to ensure smooth communication and management of information on chemical substances contained in products throughout the supply chain.

Because the Fujifilm Group manufactures a wide range of products such as chemical products, functional materials, optical devices, office equipment, and medical equipment, etc., we have established and implemented management rules according to the respective composition and manufacturing processes of our products, from the perspective of management of the handling of chemical substances and management of information and management of chemicals. Since 2010, in our Medium-Term CSR Plan, we have been making efforts for the priority issues of establishing and disseminating the framework to acquire, manage, and communicate information on chemical substances contained in products along the supply chain and enhancing our system to acquire information on laws and regulations in each country and region around the world accurately, and to ensure response efficiently.

Management of Chemical Substances

Fujifilm classifies and manages the chemical substances used in its business according to applicable laws and regulations, as well as their hazard and the company’s management policies. For chemical substances identified as possessing a certain hazard level, it is mandatory to assess the risk from the substance prior to its use and according to how it is to be used.

The revised Industrial Safety and Health Act will be enforced in Japan in Spring 2016, and this will make an assessment of human health risks mandatory when using substances specified by the Order for Enforcement of the Industrial Safety and Health Act (as Dangerous or Harmful Substances subject to Labeling, etc.), which is currently only a recommended measure. The new law will also establish a system that centrally tracks the chemical substance information from all affiliated companies in order to comply with increasing chemical-related laws in a definite and efficient manner. Fujifilm is in the process of installing the system at its domestic and overseas sites in FY2014.

Future Prospects

We will plan to utilize this new risk assessment method in FY2015 after making adjustments to ensure its consistency with details of the revised Industrial Safety and Health Act.

Management of Chemical Substances in Products

As a part of our management efforts to appropriately manage chemical substances in products, Fujifilm is making progress in spreading use of a system to manage chemical substances in products across its supply chain utilizing information communication tools provided by the Joint Article Management Promotion-consortium (JAMP). In FY2014, we expanded this system to Japan to other Asian countries (see page 37).

To ensure compliance to related laws, in FY2012 Fuji Xerox revised the chemical substance audit method so that we could learn how chemical substances are managed by business partners and they could understand the problems, if any. In FY2013, this newly auditing system was enforced at all Fuji Xerox business partners. In FY2014, the company started offering support and instructions to business partners that do not achieve the required standard to improve chemical management levels across the entire spectrum of business partners.

Future Prospects

Fujifilm will expand this system JAMP provided to the Group companies in Asia. In FY2015, we plan to implement the system across the supply chain through regular briefings for our business partners and offer various forms of support that take account of individual partners’ actual situation, aiming to continue supplying products that boast highly-managed chemical substance usage.

Classification Criteria for Chemical Substances and Management Practice Based on the Classification

<table>
<thead>
<tr>
<th>Classification criteria</th>
<th>Management practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>C0</td>
<td>(Prohibited)</td>
</tr>
<tr>
<td>C1</td>
<td>Discourage usage, reduce amount of usage or perform replacements (based on compatibility, format, and dichloromethane, etc.)</td>
</tr>
<tr>
<td>C2</td>
<td>Encourage or restrictive management</td>
</tr>
<tr>
<td>C3</td>
<td>General management based on risk assessment or reduction of usage amount, emission or exposure</td>
</tr>
<tr>
<td>C4</td>
<td>Special measures for relevant laws, regulations or hazards based potential risk is concerned</td>
</tr>
<tr>
<td>S</td>
<td>Management based on risk assessment or reduction of usage amount, emission or exposure</td>
</tr>
</tbody>
</table>

Many countries are currently reinforcing their laws and regulations concerning chemical substances used in products, such as the RoHS directives and REACH. To ensure compliance with such laws and regulations, Fujifilm uses the information communication tools offered by the Joint Article Management Promotion-consortium (JAMP). Utilizing the chemical substance management system also offered by JAMP in conjunction with the information communication tools, we share information on the chemical substances used in our products with overseas subsidiaries. We are also enlarging the scope of the system and tool usage throughout the supply chain.

This expansion was used in Japanese businesses in 2014. FUJIFILM Imaging Systems ( Suzhou) Co., Ltd., which is our largest production site in China, held a meeting session for local business partners. With the agreement of the partners attended the meeting, we started gathering chemical substance information using the JAMP system and tools with common information sharing formats. We are now working together with our business partners to collect and publish this chemical substance information.

US plant promotes conversion of waste into valuable substances and recycles 169 tons of waste solvents

Fujifilm Electronic Materials USA, Inc. responsible for the manufacturing and sale of materials for semiconductor devices has made great success in the reduction of waste output and conversion of waste into valuable substances. By recycling a number of waste solvents that had been disposed of in the past, the company was able to provide them as a product used in semiconductor manufacturing processing. Waste solvents from the factory in Mesa, Arizona, were recycled and commercialized in cooperation with its client company. This process converts what was basically waste into an application that generates value. Furthermore, the company uncovered a market for mixed solvents as another byproduct, which were previously waste solvents. At present, roughly 90% of the waste solvents are being sold as products or secondary products. This resulted in the recycling of 169 tons of waste solvents that had undergone waste treatment and at the same time a reduction in cost of more than US$16,000 (~¥1.76 million) in 2014.

Fujifilm consolidated all of its waste treatment contractors for its US plants in 2013 and then took other actions towards zero emissions. This led to the activation of a gas utilization area tagged behind its developments in Japan and Europe. The company plans to engage in various other recycling activities towards the global implementation of resource recycling.

* Converted at the rate of ¥10 to the US dollar.

Priority Issue 1

Achieving zero CO2 emissions in four major office buildings by utilizing Carbon Neutral Certification

Priority Issue 2

US plant promotes conversion of waste into valuable substances and recycles 169 tons of waste solvents

Priority Issue 3

Management of chemical substance usage information across the supply chain started in China

Priority Issue 3

Ensure Product and Chemical Safety

Target

Contribute to “Minimization of adverse effect to environment and human health from chemical substances in production and usage by FY2020”

Basic Approach

Because the Fujifilm Group manufactures a wide range of products such as chemical products, functional materials, optical devices, office equipment, and medical equipment, etc., we have established and implemented management rules according to the respective composition and manufacturing processes of our products, from the perspective of management of the handling of chemical substances and management of information and management of chemicals. Since 2010, in our Medium-Term CSR Plan, we have been making efforts for the priority issues of establishing and disseminating the framework to acquire, manage, and communicate information on chemical substances contained in products along the supply chain and enhancing our system to acquire information on laws and regulations in each country and region around the world accurately, and to ensure response efficiently.

Outline of Activities in FY2014

Management of Chemical Substances

Fujifilm classifies and manages the chemical substances used in its business according to applicable laws and regulations, as well as their hazard and the company’s management policies. For chemical substances identified as possessing a certain hazard level, it is mandatory to assess the risk from the substance prior to its use and according to how it is to be used.

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Future Prospects

We will plan to utilize this new risk assessment method in FY2015 after making adjustments to ensure its consistency with details of the revised Industrial Safety and Health Act.

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As a part of our management efforts to appropriately manage chemical substances in products, Fujifilm is making progress in spreading use of a system to manage chemical substances in products across its supply chain utilizing the information communication tools provided by the Joint Article Management Promotion-consortium (JAMP). In FY2014, we expanded this system to Japan to other Asian countries (see page 37).

To ensure compliance to related laws, in FY2012 Fuji Xerox revised the chemical substance audit method so that we could learn how chemical substances are managed by business partners and they could understand the problems, if any. In FY2013, this newly auditing system was enforced at all Fuji Xerox business partners. In FY2014, the company started offering support and instructions to business partners that do not achieve the required standard to improve chemical management levels across the entire spectrum of business partners.

Future Prospects

Fujifilm will expand this system JAMP provided to the Group companies in Asia. In FY2015, we plan to implement the system across the supply chain through regular briefings for our business partners and offer various forms of support that take account of individual partners’ actual situation, aiming to continue supplying products that boast highly-managed chemical substance usage.

"Classification Criteria for Chemical Substances and Management Practice Based on the Classification"
Enhance the CSR framework supporting the corporate activities across the value chain.

For continuing and sustainable growth, a business corporation is required to not only fulfill its economic and legal responsibilities but also regard its responsibilities toward various stakeholders. In the Sustainable Value Plan 2016, “Compliance and Risk Management,” “Human Resources,” and “Value Chain Management” are identified as priority issues for maintaining Fujifilm Group’s sustainable corporate activities.

**Promotion policy**

1. Raise compliance awareness and ensure risk management
2. Develop and utilize diverse human resources
3. Enhance value chain management from the viewpoint of CSR

The Fujifilm Group established its Charter for Corporate Behavior, Code of Conduct, and Approach to CSR and promotes CSR through sincere and fair business activities. In order to expand and strengthen our activities, it is necessary to collaborate all processes, procurement, manufacturing, transportation, use, and disposal throughout the value chain.

In March 2015, the Fujifilm Group revised the Procurement Policy and presented the “Requests to Suppliers” in an effort to enhance value chain management. We will keep recognizing social effect through our business activities and our responsibilities, and aspire for establishing a sustainable value chain with mutual growth through understanding and implementation of these activities not only within the Group but also by our business partners.

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**Fujifilm Group Procurement Policy [Basic]**

1. Respect for human rights
   - Respect for basic human rights, elimination of discrimination, prohibition of non-humanitarian treatment, workers’ rights, prohibition of forced and child labor, restraint on extended work hours, wages, privacy, and occupational safety and health.

2. Open, fair and clear business activities
   - Active communications, information disclosure, fair trade, prohibition of abuses of superior status, prohibition of corruption, offer of unfair benefits, observance of law with enforcement force, compliance with export/import laws and regulations, quality product safety, protection of confidential information, intellectual property rights protection and preservation of personal information environment.

3. Preservation and protection of the environment
   - Promotion of green purchasing, prevention of global warming, waste control, prevention of environmental pollution and preservation of natural resources.

4. Development of management systems and schemes
   - Management system and internal/external communication.

**Requests to Suppliers**

*Important 28 CSR items in four categories*

1. Respect for human rights
2. Open, fair and clear business activities
3. Preservation and protection of the environment
4. Development of management systems and schemes

**Manuals**

- Fujifilm Group CSR Procurement Guidelines

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**Fujifilm Group CSR Procurement Guidelines**

- Respect for human rights
- Open, fair and clear business activities
- Preservation and protection of the environment
- Development of management systems and schemes

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**CSR Activities Promoting throughout the Value Chain**

- Procurement
- R&D/Manufacturing
- Transportation
- Use
- Disposal/Recycling

**Fujifilm Group Value Chain CSR Activities**

- Enhance Value Chain Management from the Viewpoint of CSR
- Develop and Utilize Diverse Human Resources
- Promote Resource Recycling
- Biodiversity Conservation
- Products and Services which Reflect Our Customers’ Views

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FUJIFILM Sustainable Value Plan 2016

Promotion policy

3

Page 40 Page 45 Page 48
Fujifilm regards the promotion of compliance and risk management as a single activity and centrally manages and conducts related efforts through the Compliance and Risk Management Division (CP&M), which is dedicated solely to the activity. The company provides managers of its Group companies with compliance education concerning information security, harassment, export matters, and other items every year, and what the managers have learned is then communicated at workplaces to raise awareness among all Group employees. Also, for its bases outside Japan, Fujifilm fosters compliance in consideration of the “Legal Risk Assessment Test.” In response to the recent enhancement of anti-corruption laws across the globe, Fujifilm introduced anti-corruption rules to its Group companies in April 2014 and has since been regularly carrying out in-house audits to ensure compliance with these rules.  

Future Prospects  
Fujifilm will conduct onsite compliance audits also at its bases outside Japan and increase transparency regarding compliance. In FY2015 the company plans to conduct an opinion survey targeting all employees, with a view to checking the level of their compliance awareness and identifying the compliance-related problems faced by employees.  

Fujixerox  
At Fuji Xerox, we have laid down our Action Guidelines relating to ethics and compliance, and accordingly we enhance the system and its mechanisms in order to embed it in the actions of each and every executive officer and employee. With worldwide activity, we strengthen and implement laws on the prevention of corruption, the company and all domestic subsidiaries established related regulations in FY2013. In FY2014, implementation was completed for the entire Group, including overseas companies.  

In compliance training, we annually conducted the web-based training aimed at the prevention of misconduct and harassment, as well as the “Legal Risk Assessment Test,” which is an educational tool concerning general legal affairs for employees, jointly developed by FUJIFILM Holdings, Fujifilm and Fuji Xerox. Risk-based compliance training is also being upgraded. In addition to group training for newly appointed managers, we have developed a web-based training program (educational video) for FY2014 for all managers.

Future Prospects  
For the further implementation of effective training, programs covering the laws essential for new businesses and global business activities are being upgraded to improve legal awareness and ensure a full understanding of basic legal knowledge among all employees, including those in overseas subsidiaries.
**Fujifilm Group**

Each operating company establishes and maintains its own appropriate risk management systems. Following prescribed procedures, the operating companies report their risk management activities, including preventive measures and countermeasures against materialized risks to the CSR Management Committee secretariat. With regard to significant risks in Group operations, the CSR Committee takes a group-wide perspective in examining appropriate countermeasures and effecting their implementation. As a holding company, FUJIFILM Holdings supervises business execution by subsidiaries from the standpoint of its shareholders, while also conducting operations common to the Group in a unified, efficient and appropriate manner.

**Fujifilm**

Fujifilm has been implementing countermeasures against company-wide risks, which we identified based on the risks faced by each division and set as common issues. In FY2011, in response to the Great East Japan Earthquake and the disaster scenarios envisioned in the event of an eruption of Mount Fuji, an earthquake occurring directly under the Tokyo Metropolitan Area or a massive interrelated earthquake (Tokai, Tonankai and Nankai earthquakes along the Nankai trough), we reviewed its companywide risks to understand the status of our business operations, the occurrence frequency, given to changes in social and business conditions, the scope and magnitude of impacts in case of risks, and the frequency and potential impact of occurrence frequency and impact on business. We selected priority issues, with attention paid to the potential impact on the business environment and the environment and community. We also examined the potential impact of occurrence frequency and impact on business to understand the status of our business operations, the occurrence frequency, given to changes in social and business conditions, the scope and magnitude of impacts in case of risks, and the frequency and potential impact of occurrence frequency and impact on business.

In FY2014, we conducted training for the risk managers in each Group operation to raise our risk management awareness and capabilities to deal with such risks. We are also enhancing the measures for employees visiting or living in developing countries on business as part of our effort to strengthen risk management for the safety of employees outside Japan (see page 51). Further, all employees were given learning opportunities to maintain and increase their information security levels and deepen their understanding of information security rules and guidelines on specific activities to be undertaken.

**Fujifilm**

Fujifilm will continue to identify priority risk issues through the PDCA cycle and formulate and implement specific action plans.

**Fujifilm**

Fujifilm places a priority on actively managing risk, not just in emergencies, but also in its daily business operations, based on the ALL-FX Risk Management Rules. Potential risks are managed based on occurrence frequency and impact on management. Responsibilities and authority, formulation and implementation of countermeasures are set out to each risk. In risk management, we select priority issues, with attention given to changes in social and business conditions, the status of our business operations, the occurrence frequency, impact on management, etc. Since the Great East Japan Earthquake, we have developed emergency response policy for major natural disasters and are continuously working on BCP reinforcement activities. As for the pandemic outbreak, the measures to spread of contagious diseases are being implemented based on emergency response guidelines. In information security, we will focus on measures to targeted attacks and enhancement of the security management system of our service contractors.

**Government**

We will work on improving the initial response to prepare for the occurrence of large-scale natural disasters and will continuously enhance risk response to prevent information security risk.

**System of Collect Information on Risk and Compliance Consulting (Fujifilm)**

<table>
<thead>
<tr>
<th>Employees of Fujifilm</th>
<th>Employees of Fujifilm affiliates</th>
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<tbody>
<tr>
<td>Supervisor</td>
<td>Supervisor</td>
</tr>
<tr>
<td>Secretary of General Affairs Department</td>
<td>CSR Department</td>
</tr>
<tr>
<td>Human Resources Department</td>
<td>Corporate Strategy Department</td>
</tr>
<tr>
<td>Corporate Executive Committee</td>
<td>CSR Committee</td>
</tr>
<tr>
<td>Risk Management Committee</td>
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**System of Collect Information on Risk and Compliance Consulting (Fujifilm)**

Fujifilm is working to provide employees with safe and comfortable workplaces based on the safety policies and plans set out for each business site. Specifically, the members of the Occupational Safety and Health Committee, including the Osawa, make regular patrols of the factories and conduct risk assessment concerning chemical substances. We also provide employees with safety education and expand the target of hands-on risk seminars to include the employees of our affiliates. In the seminars, participants have a virtual experience of what it would be like to “get caught by a machine” and getting an electrical shock to increase their sensitivity to risks.

From FY2015, in consideration of the fact that flammable materials are often in use, Fujifilm is now preparing a hands-on seminar on the prevention of explosions to have virtual experience of fires and explosions caused by flammable materials. Moreover, for the prevention of similar accidents at its affiliates, we developed an initiative to centrally manage all accident-related information horizontally and gave important tips to all affiliates to help them prevent similar accidents.

**Fujifilm**

Fujifilm and its affiliates and sales companies are conducting activities with an aim for realization of safe and pleasant workplaces, and health of employees both physically and mentally. To prevent work accidents, each factory investigated the cause of the accidents through the activity of safety and health committee, examined preventive measures of recurrence and continuously raised employee awareness. As a result, in fiscal 2014, the number of work accidents per 1,000 employees was 1.01 cases (decreased 1.64 cases compared with the previous fiscal year) for Fuji Xerox (unconsolidated) and the number of work accidents was 10 cases (decreased 15 cases) which included 0 cases of accident that required absence from work (decreased 11 cases).

As health-promoting action, we introduced ban on smoking during working hours and are improving the medical examination system which will lead to the early detection of cancer.

**Future prospects**

We plan to implement the Group employees’ medical and health data integration project launched in January 2014 at Fujifilm and Fuji Xerox in FY2015, and then at our affiliates and sales companies in Japan in FY2016. We expect that integrating the data managed separately by each business site, industrial doctor, and the health insurance association into one database will foster more appropriate use of the data and have a positive effect on our health promotion activities, health instructions by industrial doctors, and self-care activities by employees. At Fujifilm, we will also deploy the group-wide measures to share important tips for accident-related information to overseas factories in FY2015. And at Fuji Xerox, to prevent serious work accidents that require absence from work, we will continuously boost greater risk awareness and heighten sensitivity to work accidents prevention through safety and health committee of each factory.
We believe that respect for basic human rights is a fundamental aspect of our compliance and we have clearly stated our commitment to it in the “Fujifilm Group’s Charter for Corporate Behavior and Code of Conduct.” Group company employees are required to sign their names on a declaration acknowledging their commitment to it in the “Fujifilm Group’s Charter for Corporate Behavior and Code of Conduct.”

In consideration of due diligence in human rights, FUJIFILM Holdings has been participating in the Japan CSR Consortium, managed by the Caux Round Table Japan since 2012. We are studying human rights risks within the company, in response to deliberations at international conferences and public comments. In the workshop held in FY2012, Fujifilm identified important human rights issues in the industry with other participants, in accordance with “Identifying the human rights issues and expectations relevant to business” under the Human Rights Guidance Tool created by the United Nations Environment Programme Finance Initiative (UNEP FI).

In FY2013, the important human rights issues in each business identified during the previous year were explored from the perspective of the value chain, to foster an understanding on what particular human rights issues are likely to be connected to the activities of each business division. In the third year FY2014, in response to the public comments in the previous year, we worked on the assessment of the potential connection between human rights issues and business choosing the 16 global risks that have a very close inter-relationship and highly likely to impact business, from among the 31 global risks that the World Economic Forum1 had been identified in the Global Risk Report. Through this, greater understanding was achieved concerning the reasons for the importance of human rights issues in each business and the deep connection between social issues and environmental issues.

Furthermore, in FY2014, Fujifilm continued to participate in the Conference on CSR and Risk Management2 for the second year to engage in discussions with various other corporate participants concerning CSR risks that business corporations must recognize in human rights due diligence. Discussions were made referring to existing management tools and based on case studies of business enterprises facing human rights risks in their supply chains.

In FY2014, Fujifilm has implemented annual self-assessment questionnaire related to business activities for all Japanese and overseas affiliates, which has included items related to human rights issues and our future activities in the Group.

Future Prospects

For a greater understanding of human rights due diligence, Fujifilm will continue to actively adopt outside opinions and joint studies with other companies, in addition to our own opinions and continue our activities to raise awareness of the importance of human rights issues within the Group.

Fujifilm

Fujifilm is working on human resources development strategies in order to cultivate each employee’s strengths and characteristics and maximize their abilities. In such training, “strengthening the mind” and “strengthening work processes” are particularly valuable. For young employees in their first three years in the company, senior staff members play roles as mentors to support them to set their action targets to acquire self-reliant action skills and learning through experiences from repeatedly attaining their goals. For more experienced employees and managers, training is given to encourage their self-improvement and enhance their ability to complete projects by closely involving the others. In FY2014, a variety of training was held under the themes of “reinforcing key management talent,” “reinforcing careers,” “reinforcing human resources,” “promotion for training candidates,” “functional reinforcement (R&D, production, sales, and staff),” “career design for female workers,” “diversity management,” and “enhancing communication skills.”

The efforts in cultivating global talent, which started full operations in FY2011, focus on scheduled training to develop global skills and mindsets, and creating opportunities for employees to work globally under the concept of “Development and use of talent regardless of nationality.”

For these purposes, we are giving a top priority to developing global and executive talent with high level of skills in thinking and acting on their own in global society, and are actively reforming and expanding our businesses for the next generation. We are now implementing the systems to identify, develop, and promote human resources based on an international viewpoint across the Group.

1. World Economic Forum: Nonprofit foundation established in 1971 in Geneva, Switzerland. It is an international organization working on the improvement of the global situation in close cooperation with all major international organizations, as an independent and impartial body not tied to any special interests.

2. Conference on CSR and Risk Management. Organized by the Caux Round Table – Japan and the UNEP/WG Working Group on the Issue of Human Rights and Transnational Corporations and Other Business Enterprises. This conference was the fourth workshop that the Global Corporate Community of Practice (GCOP) held around the world. GCOP is an intercompany global platform licensed to develop and share best practices in human rights due diligence and risk management. Seventeen companies participate, including a think tank and others involved in chemicals, automotives, heavy industries, trading, information communications, printing, apparel and textiles, and logistics.
The human resources that Fuji Xerox is seeking are those who can "think and act on their own" with the ability to adapt to changes and generate revolutions. To realize this, the company adopts an employment strategy that values diversity and offers a flexible working style to enable such diverse human resources to exercise their skills to the optimum.

We have been including the opinions of female employees in our systems to ensure a good work-life balance, and encouraging them to come back to work after marriage or childbirth since our foundation. As a result, this has become a company standard for employees to continue utilizing available support schemes. In FY2014, the job return rate of female workers who took childcare leave reached 97.5%, and difference in the lengths of service between male and female employees became smaller showing 20.3 years for male and 16.0 years for female. Further, the total number of users taking fertility-treatment leave introduced in 2012 reached nine, showing that the employees are now actively using the innovative flexible working environment available to them. As for the promotion of female job advancement, we established a plan to boost the ratio of managerial positions held by women from 5.8% in FY2014 to 14.0% and are working actively to achieve this target (see page 51). Our efforts in FY2014 included selecting female advancement promotion officers from each of the domestic affiliate companies, sales companies, and Fuji Xerox Korea, where female participation in decision making (percentage of women managers) is insufficient, to accelerate female advancement across the Fuji Xerox Group.

Fuji Xerox is also working hard on the employment of people with disabilities and the advancement of older employees.

Fuji Xerox understands that the essence of achieving a good work-life balance is not only providing "support for employees to fulfill both work and family life", but also the "work style reforms" based on “productivity improvement across the entire organization through preparing resources to improve employees’ morale and empower their ability to the maximum,” as well as the “realization of flexible working styles to support the diverse values of each employee.” Founded on this understanding, we continue to reform employees’ minds and encourage new actions.

Fuji Xerox aims to be a company where all can deliver their full potential regardless of gender, nationality, disability, or age. To realize this, the company adopts an employment strategy that values diversity and offers a flexible working style to enable such diverse human resources to exercise their skills to the optimum.

For FY2015, we are focusing on management of technology skills, problem solving skills to address business challenges, and global business skills in order to continue our efforts in developing human resources who contribute to Fuji Xerox’s sustainable growth.

Fuji Xerox is also working on acquiring and educating human resources who can lead our business globalization to accelerate business expansion in the Asia Pacific market and beyond. Concretely, we employ and utilize human resources of many different nationalities, and provide programs to train the global competence of the next generation of leaders. In FY2014, overseas job training was reinforced. Such changes included increasing the number of temporary staff members in training, setting up long-term courses, expanding the conditions for domestic affiliate company employees to apply for training programs, and accepting trainees for overseas work training.

We are also making efforts to improve the career development system by fully utilizing all available support schemes. In FY2014, the job return rate of female workers who took childcare leave reached 97.5%, and difference in the lengths of service between male and female employees became smaller showing 20.3 years for male and 16.0 years for female. Further, the total number of users taking fertility-treatment leave introduced in 2012 reached nine, showing that the employees are now actively using the innovative flexible working environment available to them. As for the promotion of female job advancement, we established a plan to boost the ratio of managerial positions held by women from 5.8% in FY2014 to 14.0% and are working actively to achieve this target (see page 51). Our efforts in FY2014 included selecting female advancement promotion officers from each of the domestic affiliate companies, sales companies, and Fuji Xerox Korea, where female participation in decision making (percentage of women managers) is insufficient, to accelerate female advancement across the Fuji Xerox Group.

Fuji Xerox is also working hard on the employment of people with disabilities and the advancement of older employees.
The Fujifilm Group is implementing the Fujifilm Group Procurement Policy to ensure procurement from the viewpoint of CSR based on a recognition of the importance of CSR and corporate ethics. The Group aims to achieve growth along with its suppliers through business activities, and to this end deals with suppliers in a fair and appropriate manner, while helping them deepen their understanding of the importance of promoting CSR activities across the supply chain. We are thus enhancing partnerships with our suppliers’ understanding to fulfill our CSR.


Outline of Activities in FY2014

**Fujifilm Group**
Reviewing the procurement activities conducted from viewpoint of CSR since 2000, we revised the Fujifilm Group Procurement Policy strengthening the point of CSR to respond to the increasing social demand (see page 39). In addition, we summarized the activities that we expect our suppliers to conduct from viewpoint of CSR in the “Requests to Suppliers” and disclosed the document to the public.

**Fujifilm**
In FY2014, self-evaluations were undertaken at 35 affiliates in Japan and 61 overseas concerning human rights and labor management, protection of child labor and forced labor, working hours, wages, respect for the freedom of association and the right to bargain collectively, educational and safety, environmental preservation, and business ethics (information security and whistleblowing and so on). Based on the results, Fujifilm checked the progress of CSR activities conducted by the Group as a whole. We also responded to requests for CSR audits from our customers and sincerely worked on the improvements according to the customers’ comments.

For suppliers, Fujifilm checked the CSR situations of 58 suppliers to our major procurement division, who had kindly responded to the request for CSR self-check at the end of FY2013, and of other 59 companies in Japan and overseas who supply parts, materials, and OEM products to the Division of Fujifilm. Based on the results, we asked some of the suppliers to make improvements in their CSR activities. Fujifilm is thus enhancing management from the viewpoint of CSR across the supply chain through the communication with our Group companies, and suppliers.

**Future Prospects**

- Fujifilm plans to introduce our Procurement Policy and other materials to our suppliers in Japan and overseas and ask them to perform CSR self-checks with new items added to encourage them to conduct CSR activities in line with the Policy.

- Fuji Xerox
Fuji Xerox is working to foster procurement from the viewpoint of CSR regarding not only production materials but also paper and transportation, in consideration of the environment, human rights, and corporate ethics.

In FY2014, we continued reinforcing procurement from the viewpoint of CSR in the countries where our major production sites are based. We focused particularly on communicating with the management of our business partners, and provided them with the business partner type seminar in Japan, China, and Vietnam.

- In the field of production materials, where we have been promoting the CSR approach since 2007, the effectiveness of the CSR approach in Japan and overseas concerning human right issues has been established particularly in China. At Fuji Xerox Shenzhen, assessment visits were conducted by a team of specialists, including procurement, HR management, general affairs, legal affairs, and CSR, in order to give advice on the performance level of the CSR activities of business partner in their workplaces. We have confirmed that such advice has now started to make a contribution to their stable business operations. To further this positive effect, Fuji Xerox Shenzhen has enhanced a structure of the specialist team to increase the number of visiting partners.

- In the field of logistics, we strengthened instructions to overseas business partners who showed low assessment scores in their self-check of the previous fiscal year. As a result of this reinforcement, the percentage of partners who indicated 90% or more matching ratio in the priority issues in the checklist now exceeded 90%, which is our target figure. Also, in the indirect materials field, we dispatched a specialist team to service providers that operate the Fuji Xerox sites. Finally, the FY2014 CSR performance of paper procurement was assessed in the meeting attended by the paper procurement and sales managers inside and outside Japan, and confirmed 100% compliance with paper procurement rules, as was achieved in the previous year.

**Future Prospects**

- Demand for reinforcement from the viewpoint of CSR (particularly on human right issues) by NGOs and international organizations based in the U.S. and Europe is now increasing.

Considering this global backdrop, we are reassessing the actual situation in our procurement sites in the aspects of environment, human rights, labor, and corporate ethics, and are amending any problems identified. We also intend to increase opportunities for our business partners to learn from our CSR activities in the labor, environmental management, and HR development areas at production sites through CSR procurement. We build a robust supply chain by reinforcing CSR procurement based on the mutual trust with our business partners. Through CSR management at production sites and the CSR procurement approach applied to business partners, we aim to complete the CSR framework that is firmly rooted in each production site.

Response to Conflict Minerals
Fuji Xerox has declared that it will not use any minerals mined or refined by illegal practices or take any part, directly or indirectly, in supporting such illegal activities. The company also participates in the working group on Responsible Procurement of Minerals formed by JEITA to help the industry to resolve the issue of conflict minerals.

Further, Fuji Xerox has clearly declared in the basic policy for procurement transactions that we are sincerely addressing all issues of conflict minerals. Fuji Xerox is not registered with the U.S. Securities and Exchange Commission (SEC), but we participate in the working group on Responsible Procurement of Minerals organized by JEITA and conduct supply in or cooperate with the survey conducted by customer companies which registers SEC, as well as clarifying the absence of any involvement of armed groups in our supply chain by investigating the origins of all the minerals used. In the FY2014 survey, the response rate to the questionnaire to our primary partners increased from the previous year to 92.4%, and no involvement of any armed group was identified.

**Future Prospects**

Also, in FY2015, based on the internal guidelines and through receiving support from suppliers, Fuji Xerox will continue to work on obtaining information on conflict minerals and increase the information accuracy by using the conflict mineral reporting template provided by CSFI (former EICC/GeSI template), enabling us to make more precise reports on the issue to customers.

Fuji Xerox will aim to improve the response rate and accuracy of the survey in FY2015.

1. Japan Electronics and Information Technology Industries Association (JEITA): This industry organization aims to foster the sound production, results, and communication of electronic devices, and thereby contributing to economic development and cultural promotion in the country.

2. Conflict-Free Sourcing Initiative (CSFI): This international private sector organization supports companies in addressing the issue of conflict minerals.
Since its foundation, the Fujifilm Group has engaged in a wide range of environmental protection activities for the conservation and protection of biodiversity, based upon the philosophy of “environmental consciousness and environmental protection are at the core of our corporate activities,” as we have needed lots of water and clean air to produce photographic films. In 2009, we clarified our guidelines for cross-group efforts toward biodiversity conservation and introduced the “Fujifilm Group Basic Concepts and Action Guidelines for Biodiversity Conservation” (hereafter, “Guidelines for Biodiversity”). Based on this policy, Fujifilm and Fuji Xerox independently work on a number of biodiversity conservation activities related to their respective businesses. More concretely, Fujifilm included biodiversity conservation in the Rule for Design for Environment (IDE), while Fuji Xerox started surveys on land use for purpose of biodiversity conservation at production and product development sites. In 2012, we reviewed our biodiversity approach under the four key elements of factories, products, social contribution, and communication, and in order to secure implementation of biodiversity conservation activities linked with our businesses. (See page 65.)

In FY2014, for the Nagoya Protocol on Access and Benefit Sharing for Genetic Resources (ABS), Fujifilm participated in the Taskforce Committee led by the Ministry of Economy, Trade, and Industry in Japan to obtain the latest information on related topics.

At Fuji Xerox, where paper is an essential commodity, the Committee for Socially Responsible Paper Procurement was held annually as it was last year, and continued the provision system for paper that customers can use with peace of mind. Fuji Xerox has also started the review for its overseas paper supplier audits.

Future Prospects

We will promote the construction of reliable measures for the domestic procedures toward the enhancement of Nagoya Protocol in Japan, and strengthen the management for paper procurement to our suppliers.

Main activities for biodiversity conservation

- Activities to conserve the water source at each factory
- Co-sponsoring training courses for Nature Conservation Educators

Since FY2001, Fujifilm has been holding training courses jointly with the Nature Conservation Society of Japan, which have been attended by more than 400 employees in total.

- Support to the Monitoring Sites 1000

We have been providing high-sensitivity negative film for sensor cameras used in surveying mammals since 2007.

- Rice Paddy Assistance Team

Regional collaboration activities to preserve groundwater in Miiro-Asio village. FUJIFILM Kyusyu has been participating in these activities since FY2015.

- Support to projects by NPOs and NGOs involved in education on biodiversity conservation for the next generation

Kogaki Koshin, Nishitokin no Shikenken busai Competition, Kanjiro Shiki, Mibundo komizhi etc.

- Support to the Biodiversity Action Award Japan

We have been providing digital cameras for the prize winners as “Fujifilm Award” through the Japan Committee for UNDB (United Nations Decade on Biodiversity) that host the Award.

Along with the Fujifilm Group’s global business expansion, more and more employees are making overseas business trips or are dispatched to emerging countries in Asia, South America, Middle East, and Africa. At the same time, a number of terrorist incidents targeting Japanese people have also occurred, and now we are facing the serious issue of how we can secure the safety of our employees working overseas.

In order to reinforce safety risk management for overseas employees, we have clarified the roles of the Compliance and Risk Management Division, HR Division, and local subsidiaries in cases of emergency and their related communication routes. This allows us to act flexibly according to the type of incident.

Based on public news, warnings from Ministry of Foreign Affairs and local consulates, we submit our own travel alerts for employees in advance. If any incident that may cause some risk occurs, we keep on track with local safety information and give a high priority to securing the safety of Japanese employees—who may have a relatively low sense of risk—in such areas.

Prior to appointment to overseas positions, we provide safety training to employees depending on the destination in order for them to learn the skills to “protect themselves through their own judgment,” as well as raising their safety awareness. We continue to reinforce employees’ response skills to emergencies by enhancing our action manuals and providing emergency drills.
nearly 700 questions. We struggled to respond to these audits, which are mainly document-based and sets of self-assessment questions. This means that over the last several years the burden on suppliers, and enables more efficient auditing. For example, the 15 onsite audits were undertaken using the tool. The standardized auditing tool reduces the audit response burden on suppliers, and enables more efficient auditing. For example, the standardized auditing tool reduces the audit response burden on suppliers, and enables more efficient auditing. For example, we implemented a questionnaire targeting employees working in order to support their child care or caring their family members. We aim to create a synergy effect through fully utilizing these three principles.

(1) Working style innovation

- Regular Internal education and seminars for in-coming new employees.
- For the purpose of improving productivity and controlling long-hour working, introduced the three-weekday system for one year per year for two years.

(2) Skill exertion of diverse employees

- Hosted lecture by experts on topics concerning working style reforms and business management (including female employees).
- Hosted a seminar for employees in their 10th year in the company to identify their strengths and plan their future contribution areas.
- Hosted a seminar targeting women employees as their fifth-year career training program. Also, hosted a Diversity Management Seminar for supervisors of such female staff.

(3) Enhancement of support systems

- Conducted trials on remote working system (introduced in Summer 2015).
- Increased number of nursing care consultation hotlines.
- Conducted a questionnaire on nursing care.

We plan to share the know-how and information acquired by FFEM across the Fujifilm Group in order to achieve procurement activities from the viewpoint of CSR that take account of both suppliers and customers.

EICC (Electronic Industry Citizenship Coalition) Code of Conduct: A set of standards to ensure that the labor environment in the global electronics supply chain is safe; workers in the chain are treated with respect and dignity; and that business transactions are operated with proper environmental responsibility and corporate ethics.

社会貢献活動

The Fujifilm Group contributes to society through its business operations while interacting proactively with local communities as a corporate citizen, thereby contributing to the sustainable development of society. In addition to distinctive activities utilizing the unique characteristics of the Group, such as creation of archives of cultural assets and artistic works (record storage), education aid in emerging nations, restoration of historical manuscripts and production support in publishing of large-font textbooks, we continuously implemented various activities in an environmental and other education assistance and in promoting coexistence with local communities. There are workshops for children to learn the pleasures of taking photos and photography, Pink Ribbon Movement to raise awareness of the importance of early detection, diagnosis and treatment of breast cancer and others being organized in Asia, Europe, the United States and other parts of the world.

Moreover, internal schemes have been developed, such as volunteer leave, to create an environment and systems for raising the volunteer spirit among each and every employee. We also continued these activities in FY2014. In addition, Fuji Xerox began providing educational materials in the Philippines to help correct disparities in child education in emerging countries. We will expand this activity to the Asia-Pacific region, including Myanmar, aiming to distribute educational materials to a total of 100,000 children over 10 years (see page 54). Also, to support recovery from the Great East Japan Earthquake, the Fujifilm Group held the Marche for Tohoku Recovery (see page 56) to encourage the revival of Tohoku, the Toho Mirai Zuki College (see pages 22, 55), and other innovative activities. We will continue to conduct activities to contribute to solve social issues through our business operations, attributing importance to communications and partnerships with a range of our stakeholders.

社員から学ぶ社会貢献活動

The Fujifilm Group is committed to sensitively contributing to the sustainable development of society in aspects of working together with local communities as a good corporate citizen and responding sensitively to the demands and expectations of those communities. In 2008 we formulated the Fujifilm Group Social Contribution Policy, based on which we are conducting activities focusing on the fields of research and education, culture, arts and sports, health and environmental conservation. We have been working closely with NGOs/NPOs, local communities and others in active support of volunteer activities conducted by employees.

Fujifilm Group Social Contribution Policy


Outline of Activities in FY2014

Cost for social contribution activities* Approx. 9 hundred million yen

- Education for future generations, communities, international cooperation and NGOs/NPOs and NGOs

*Cost for future generations, communities, international cooperation and NGOs/NPOs

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Social Contribution Activities

- Social contribution through research and education, culture, arts and sports, health and environmental conservation.
- Support for the education in the next generation.
- Environmental conservation and biodiversity conservation.
- Cooperations with NGOs/NPOs, local communities, educational institutions, public organizations, etc.

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Social Contribution Activities

- Social contribution through research and education, culture, arts and sports, health and environmental conservation.
- Support for the education in the next generation.
- Environmental conservation and biodiversity conservation.
Activities to Support Recovery from the Great East Japan Earthquake

Marché for Tohoku Recovery supports disaster-struck areas through merchandise sales

The Marché (market) for Disaster Recovery was organized as part of support activities for disaster victims, through the assistance and sale of local merchandise at company offices in Japan. It was originally started by the Fujifilm CSR Division in cooperation with the Ishinomaki Market Expansion Support Center, aimed at expanding markets and boosting sales for businesses in the region to support the reconstruction of the Tohoku region hit by the 2011 East Japan Earthquake and tsunami disaster.

In FY2014, this support was expanded beyond Ishinomaki to include Tohoku as a whole, through partnerships with seven organizations in the three Tohoku prefectures of Iwate, Miyagi, and Akita. The Marché for Tohoku Recovery is held at the Tokyo Midtown head offices jointly by FUJIFILM Holdings, Fujifilm, and Fuji Xerox. As a support program in which employees can easily participate, there are plans for the markets to be held in many more business offices in the future.

Support for military veterans transitioning back into civilian life, as sponsor of Warrior Hike and its “Walk Off the War" program

The Fulfill Group companies in the US sponsor Warrior Hike, a non-profit organization and its “Walk Off the War" program supporting combat veterans transitioning from their military service back into civilian life by linking America’s National Scenic Trails. As sponsor, the companies provide digital cameras, and employees also make donations.

Support in activities to record testimonies on historic tragedies in Germany

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German organization recording testimonies of historic tragedies in Germany and other European nations. The company provides LTO tapes on a historic tragedies in Germany and other European nations. The company provides LTO tapes on a historic tragedies in Germany and other European nations. The company provides LTO tapes on a historic tragedies in Germany and other European nations. The company provides LTO tapes on a historic tragedies in Germany and other European nations.

Activities to Support Recovery from the Great East Japan Earthquake

Marché for Tohoku Recovery supports disaster-struck areas through merchandise sales

The Marché (market) for Tohoku Recovery was organized as part of support activities for disaster victims, through the assistance and sale of local merchandise at company offices in Japan. It was originally started by the Fujifilm CSR Division in cooperation with the Ishinomaki Market Expansion Support Center, aimed at expanding markets and boosting sales for businesses in the region to support the reconstruction of the Tohoku region hit by the 2011 East Japan Earthquake and tsunami disaster.

In FY2014, this support was expanded beyond Ishinomaki to include Tohoku as a whole, through partnerships with seven organizations in the three Tohoku prefectures of Iwate, Miyagi, and Akita. The Marché for Tohoku Recovery is held at the Tokyo Midtown head offices jointly by FUJIFILM Holdings, Fujifilm, and Fuji Xerox. As a support program in which employees can easily participate, there are plans for the markets to be held in many more business offices in the future.

Support for military veterans transitioning back into civilian life, as sponsor of Warrior Hike and its “Walk Off the War" program

The Fulfill Group companies in the US sponsor Warrior Hike, a non-profit organization and its “Walk Off the War" program supporting combat veterans transitioning from their military service back into civilian life by linking America’s National Scenic Trails. As sponsor, the companies provide digital cameras, and employees also make donations.
As we declare in our corporate philosophy, the Fujifilm Group aims to provide the best daily products and services which are safe, apply special attention to communicating with our customers at customer centers which are our point of contact with them. We aim to correctly grasp their views, as well as seek to respond in a speedy, kind, accurate and fair manner, and we are constructing a system to link these views to improvements in product development and our work processes.

**Products and Services which Reflect Our Customers’ Views**

**Basic Approach**

Since Fujifilm deploys its businesses in a wide range of fields, it has a wide variety of customers, from companies and hospitals to regular consumers, and it responds to their views accordingly. Fujifilm is thus improving direct contact points with customers to communicate with them more closely and to have a mechanism in place for effectively reflecting proposals and requests to the respective product development divisions.

Fujifilm also conducts a CS survey targeting customers who made inquiries to the Customer Communication Center, Net Print Service Support Center, and FinePix Support Center, and in the survey conducted in FY2014 received about 1,300 responses. The company will make serious efforts to resolve the problems identified through the survey.

In FY2014, Fujifilm relocated its Tokyo Service Station from Ikebukuro to Roppongi as a part of enhancements to the service (page 58), and also relocated ASTALIFT Ginza, the flagship store for its skincare series, ASTALIFT. The freshly reopened store provides customers with a new counseling environment, and incorporated ASTALIFT Ginza reopened after renovation in February 2015.

**Fujifilm**

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Fujifilm is thus improving direct contact points with customers to communicate with them more closely and to have a mechanism in place for effectively reflecting proposals and requests to the respective product development divisions.

In FY2014, Fuji Xerox machine-translated overseas’ CS information stored in the IVOC system into Japanese to help the marketing and development departments in Japan deepen their understanding of the needs and requests of their overseas customers, while increasing the user experience of the system by making it possible to search for both domestic and overseas data regardless of the date of creation. In addition, as a result of making a concerted effort across the company to earn even greater trust from customers, the company received high evaluations from major external rating organizations.

**FUJIFILM SQUARE**

Three in Japan: Around 100

Service Station

Call Center for the Healthcare Markets

FUJIFILM SQUARE

Domestic marketing divisions, Domestic sales companies

Customer Communication Center

Consultation facility (only B to C)

Call Center for the Healthcare Markets

Technical Support Center

FUJIFILM Square

Service Station

FUJIFILM SQUARE

Domestic marketing divisions, Domestic sales companies

Back to "Customers’ opinions"

---

**System for Responding to Customers (FUJIFILM Corporation and its domestic affiliates)**

**ISO 10002 (International Standard for Complaints Handling Management System)**

**Consideration customers’ opinions**

Improving products and services

**Mechanisms for Communicating with Customers (Fujixerox and its affiliates)**

**Mechanisms for Communicating with Customers (Fujixerox and its affiliates)**

**FUJIFILM SQUARE**

Three in Japan: Around 100

Service Station

Call Center for the Healthcare Markets

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FUJIFILM Square

Service Station

FUJIFILM SQUARE

Domestic marketing divisions, Domestic sales companies

Back to "Customers’ opinions"
**Fujifilm**

In order to provide easier products to the customers, the Usability Design Group which is responsible for product design has been assessing products based on their usability, from the perspective of “ease of use” since 2001. As well as selecting multiple assessments by users based on consideration of the target and intended usage, etc. of the product, this group also conducts verification, etc. in the workplace of use. In cases of products which we plan to deploy globally, we conduct verification by country based on the differences in culture and environment, etc. and use the results of this analysis in product design. In 2014 too, we conducted usability evaluation centered on medical systems, such as X-ray diagnostic imaging systems, etc. We intend to continue to pursue “ease-of-use” for customers and are proceeding with product development.

**Fuji Xerox**

For us, “accessibility” refers to putting something that cannot be used in a state so that it can be used, while “usability” refers to making a part that is difficult to use more usable. We think of expanding the target customers to enable “user diversity” as being “universal design,” and we are currently developing products that aim to enable “everyone and everyone to use them by themselves.” For example, when copying, it is important that a customer can conduct a series of operations such as authentication, setting the manuscript to be copied, selecting functions, output, and replacement of paper. If someone is unable to do even just one of these, they will have to give up or ask someone else for help. In developing our products, we have collected information from listening to and visiting customers, etc. We design, develop and conduct evaluations in operability testing of products based on various internal guidelines that reflect or are in collaboration with JIS or the ISO, and enabling designers to experience for themselves simulations of operating a product from a wheelchair or with poor eyesight.

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**Stakeholder Communication**

The Fujifilm Tokyo Service Station meets customer needs in both before and after purchasing digital camera products.

In response to the opinion of customers, “far from the station,” we moved the Fujifilm Tokyo Service Station operated in Ikebukuro to the second floor of the Fujifilm head office building located in Tokyo Midtown (Roppongi). On the first floor of the building is the FUJIFILM SQUARE, which comprises the Photo History Museum, a photo exhibition, and a “hands-on” space where visitors can experience the company’s latest products. We provide customers with a wide range of services at this facility.

In the relocated Tokyo Service Station, we provide customers with repair/maintenance services, consulting services, seminars on how to use our products, and a rental service for camera bodies and lenses. More than 1,000 people visit the place each month. In particular the rental service is very popular as it provides customers with the opportunity to use high-end lenses on a trial basis, and some users who enjoyed the service have later purchased the lenses they tried. The Service Station is thus helping us find new customer needs and increase their satisfaction.

**Fostering stakeholder communication in the United States**

In January 2014, Fujifilm opened the Open Innovation Hub in its head office building in Tokyo, where visitors can gain hands-on experience for a range of products and research themes of the Fujifilm Group. We use this facility as an interactive communication forum to identify the various types of problems faced by our stakeholders and to understand their ideas for the application of our technologies to meet their needs. In April 2015 we opened a similar facility in Santa Clara, California, located in the center of Silicon Valley, which is beginning to function as a hub for creating new businesses and partnerships.

In October 2014, FUJIFILM North America Corporation substantially refurbished its Chicago Technology Center located in Hanover Park, Illinois, where innovative products and solutions in the field of printing are presented to visitors to foster communications with customers.
Compliance and Risk Management

Compliance

- Compliance education (Fujifilm in Japan)
  
<table>
<thead>
<tr>
<th>Intended audience</th>
<th>Details</th>
<th>2014 results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive officers (Fujifilm and its affiliates)</td>
<td>Overall compliance (by external instructors)</td>
<td>Once, 40 participants</td>
</tr>
<tr>
<td>Managed personnel (Fujifilm and its affiliates)</td>
<td>Examples of corporate behavior, current actions, corporate facility, risk reporting system, etc. (FY 2014)</td>
<td>70 times, 3,200 participants</td>
</tr>
<tr>
<td>New managerial personnel (Fujifilm and its affiliates)</td>
<td>Overall compliance (discussions based on case studies)</td>
<td>7 times, 175 participants</td>
</tr>
<tr>
<td>All employees (Fujifilm and its affiliates, including agency contracted employees)</td>
<td>Discussions based on compliance case studies (by managed personnel)</td>
<td>All divisions</td>
</tr>
<tr>
<td>New employees (Fujifilm)</td>
<td>Basic knowledge of compliance, employee code of conduct, corporate rules, consulting facility, etc. (FY 2014)</td>
<td>Once, 70 participants</td>
</tr>
</tbody>
</table>
  
*CP & RM: Compliance & Risk Management Division of FUJIFILM Corporation

- Compliance education (Fujio Xerox in Japan)

<table>
<thead>
<tr>
<th>Intended audience (Fuji Xerox and its affiliated companies)</th>
<th>Details</th>
<th>2014 results</th>
</tr>
</thead>
<tbody>
<tr>
<td>All managerial staff</td>
<td>Importance of Labor Management for business (Web-based training to deepen the importance of Labor Management in the foundation of business management)</td>
<td>Once, 5,800 participants</td>
</tr>
<tr>
<td>All executive officers and employees</td>
<td>Training on general legal knowledge (Web-based training for fraud/harassment as well as business knowledge)</td>
<td>Once, 24,073 participants</td>
</tr>
<tr>
<td>All employees (including contract/temporary employees)</td>
<td>Risk Management Training (Web-based training on risk management including information security)</td>
<td>Once, 30,000 participants</td>
</tr>
<tr>
<td>New executive officers</td>
<td>New executive officer training (Group training on general risk management for executives including electronic management duties and responsibilities, corporate laws, and risk concerning general affairs, human resources, etc.)</td>
<td>Once, 18 participants</td>
</tr>
<tr>
<td>New managerial staff</td>
<td>New managerial staff training (Group training such as lectures about basic corporate culture and group discussions on how to obtain general compliance knowledge that managers must manage)</td>
<td>5 times, 338 participants</td>
</tr>
<tr>
<td>New employees</td>
<td>New employee training (Group training for legal compliance that maintain the basic Corporate Quality by understanding the basic CSR policies and activities)</td>
<td>Once, 437 participants</td>
</tr>
</tbody>
</table>

Risk Management

- Acquisition of P-Mark and ISMS

<table>
<thead>
<tr>
<th>Certification</th>
<th>Certified affiliates</th>
</tr>
</thead>
<tbody>
<tr>
<td>P-Mark*1</td>
<td>FUJIFILM Medical Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Island (Taiwan) Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM (China) Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Imaging Systems Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Imaging Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Technical Service Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm InterField Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm HealthCare Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Service System Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Global Graphic Systems Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Digital Solutions Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Nihon Kogyo Company Limited</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Business System Corporation</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>FUJIFILM Service Creative Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Island (Taiwan) Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Imaging System (Thailand) Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Imaging Systems Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Imaging Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm Technical Service Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm InterField Co., Ltd.</td>
</tr>
<tr>
<td>ISMS*2</td>
<td>Fujifilm HealthCare Co., Ltd.</td>
</tr>
</tbody>
</table>

  *1 Privacy Mark (P-Mark) A mark granted by the Japan Information Processing Development Corporation (JIPDEC) in recognition of companies that have obtained appropriate information security management certification.

  *2 ISMS: Information Security Management System

Personnel and Labor (FUJIFILM Corporation)

Employment

- Composition of the Fujifilm workforce

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2014</th>
<th>FY2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>5,094</td>
<td>4,960</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>215</td>
<td>210</td>
</tr>
</tbody>
</table>

* December 31, 2015

- Status of regular employees

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Female</td>
<td>15</td>
<td>16</td>
<td>15</td>
<td>16</td>
<td>16</td>
</tr>
</tbody>
</table>

- Number of employees taking a leave of absence

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>24</td>
<td>22</td>
<td>23</td>
<td>21</td>
<td>22</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>26</td>
<td>24</td>
<td>24</td>
<td>23</td>
<td>23</td>
</tr>
</tbody>
</table>

- Number of employees taking a care leave and volunteer work leave

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>17</td>
<td>15</td>
<td>14</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>18</td>
<td>17</td>
<td>16</td>
<td>15</td>
<td>14</td>
</tr>
</tbody>
</table>

- Number of employees who began a leave of absence during the relevant fiscal year

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

- System for a good work-life balance

<table>
<thead>
<tr>
<th>Category</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity leave</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Paternity leave</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Adoption leave</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Parental leave</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Child leave</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

- Recruiting

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>3,827</td>
<td>3,778</td>
<td>3,729</td>
<td>3,680</td>
<td>3,631</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>339</td>
<td>360</td>
<td>362</td>
<td>359</td>
<td>360</td>
</tr>
</tbody>
</table>

Labor

- Composition of labor union membership

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>635</td>
<td>624</td>
<td>612</td>
<td>600</td>
<td>588</td>
</tr>
<tr>
<td>Non-regular employees</td>
<td>57</td>
<td>61</td>
<td>64</td>
<td>64</td>
<td>63</td>
</tr>
</tbody>
</table>

- Work accident rate and work accident severity

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work accident rate</td>
<td>0.05%</td>
<td>0.06%</td>
<td>0.06%</td>
<td>0.05%</td>
<td>0.04%</td>
</tr>
<tr>
<td>Work accident severity</td>
<td>0.10%</td>
<td>0.11%</td>
<td>0.10%</td>
<td>0.09%</td>
<td>0.08%</td>
</tr>
</tbody>
</table>

- Revisions to systems operating in accordance with agreements between the labor union and the company

<table>
<thead>
<tr>
<th>Classification</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Systems</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>
### Data and Information

#### Personnel and Labor (Fuji Xerox)

**Employment**

- **Composition of the Fuji Xerox workforce**
  - Regular employees
  - Non-regular employees

**Status of regular employees**

<table>
<thead>
<tr>
<th>Category</th>
<th>Average age</th>
<th>Average length of service</th>
<th>Average length of employment in-regular</th>
<th>Turnover rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>37.7</td>
<td>1.5</td>
<td>2.7</td>
<td>1.8%</td>
</tr>
<tr>
<td>Female</td>
<td>34.4</td>
<td>1.0</td>
<td>2.0</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

**Number of employees taking a leave of absence**

- Male: 0
- Female: 0

**Turnover rate**

- Male: 0.8%
- Female: 0.8%

- Returning rate from childcare leave is calculated with the expiration date of leave on April 1, 2015.

- The number of employees who are eligible for various leave types is based on those employees who are still employed at the time of recording.

#### Recruitment

- **New graduate recruitments**
  - Male: 471
  - Female: 237

- **Regular employee recruitments**
  - Male: 940
  - Female: 482

- **New graduate recruitments**
  - Male: 471
  - Female: 237

- **Regular employee recruitments**
  - Male: 940
  - Female: 482

- **Number of employees who retired in the fiscal year**
  - Male: 736
  - Female: 864

#### Labor

- **Composition of labor union membership**
  - Male: 741
  - Female: 1,181

- **Work accident rate and work accident severity**
  - Male: 0.001
  - Female: 0.001

- **Work accident rate**
  - Male: 0.001
  - Female: 0.001

- **Work accident severity**
  - Male: 0.001
  - Female: 0.001

#### Revisions to systems operating in accordance with agreements between the labor union and the company

- Male: 0.001
- Female: 0.001

#### System for a good work-life balance

- Male: 0.001
- Female: 0.001

**Number of employees taking a leave of absence**

- Male: 0
- Female: 0

**System for a good work-life balance**

- Male: 0
- Female: 0

**Number of employees involved in work accidents**

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,000</td>
<td>1,000</td>
</tr>
</tbody>
</table>

### Environmental Aspects

#### Fuji Xerox FY2015 Priority Issues

**Priority Targets**

- **Strategies**
  - Continue promoting CO2 reduction at each of the stages of product lifecycle (procurement, manufacturing, transportation, use, disposal).

#### Fujifilm FY2015 Priority Issues

**Priority Targets**

- **Strategies**
  - Develop and disseminate products and services that contribute to resolving environmental issues (CO2 emission reduction, water resource conservation, etc.).

**Environmental Aspects**

- **General global warming**
  - **Priorities**
    - **Strategies**
      - Promote efforts for environmental and safety issues on a global scale.

- **Promoting water conservation**
  - **Priorities**
    - **Strategies**
      - Improve Ethical Sourcing investigation for suppliers.

- **Reducing CO2 emissions**
  - **Priorities**
    - **Strategies**
      - Develop and disseminate products and services that contribute to resolving environmental issues (CO2 emission reduction, water resource conservation, etc.).
Environmental Aspects

Anti-Global Warming Measures

- **CO2 emissions**
  - Fy2006
  - Fy2007
  - Fy2008
  - Fy2009
  - Fy2010
  - Fy2011
  - Fy2012
  - Fy2013
  - Fy2014

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Japan</th>
<th>Overseas</th>
<th>Non-manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>1,084</td>
<td>884</td>
<td>200</td>
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</tr>
<tr>
<td>2007</td>
<td>1,188</td>
<td>927</td>
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</tr>
<tr>
<td>2008</td>
<td>1,313</td>
<td>1,223</td>
<td>90</td>
<td>10</td>
</tr>
<tr>
<td>2009</td>
<td>1,395</td>
<td>1,293</td>
<td>102</td>
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</tr>
<tr>
<td>2010</td>
<td>1,487</td>
<td>1,383</td>
<td>104</td>
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</tr>
<tr>
<td>2011</td>
<td>1,305</td>
<td>1,203</td>
<td>102</td>
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<tr>
<td>2012</td>
<td>1,318</td>
<td>1,218</td>
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<td>10</td>
</tr>
<tr>
<td>2013</td>
<td>1,305</td>
<td>1,205</td>
<td>100</td>
<td>10</td>
</tr>
<tr>
<td>2014</td>
<td>1,305</td>
<td>1,205</td>
<td>100</td>
<td>10</td>
</tr>
</tbody>
</table>

- **2014 CO2 emission by region (manufacturing)**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>996</td>
<td>993</td>
<td>997</td>
<td>998</td>
<td>1,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overseas</td>
<td>1,305</td>
<td>1,205</td>
<td>1,105</td>
<td>1,000</td>
<td>996</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **CO2 reduction rate (%)**

  \[
  \text{CO2 reduction rate} = \frac{\text{Total CO2 emissions} - \text{CO2 emissions}}{\text{Total CO2 emissions}} \times 100
  \]

- **Cultivation contribution through fund (Fujifilm Green Fund)**

- **Recycle rate**

  - Fy2006
  - Fy2007
  - Fy2008
  - Fy2009
  - Fy2010
  - Fy2011
  - Fy2012
  - Fy2013
  - Fy2014

<table>
<thead>
<tr>
<th>Year</th>
<th>Japan</th>
<th>Overseas</th>
<th>Non-manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>10</td>
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<td>10</td>
</tr>
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</tr>
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<tr>
<td>2010</td>
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<tr>
<td>2011</td>
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<td>2012</td>
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</tr>
<tr>
<td>2013</td>
<td>45</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>2014</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>

- **Breakdown of consumption of heavy oil, etc.**

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Gasoline</th>
<th>Kerosene</th>
<th>Light oil</th>
<th>Heavy oil</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>4.2%</td>
<td>19.5%</td>
<td>3.2%</td>
<td>4.9%</td>
</tr>
<tr>
<td>2011</td>
<td>4.4%</td>
<td>19.5%</td>
<td>3.5%</td>
<td>4.6%</td>
</tr>
<tr>
<td>2012</td>
<td>4.6%</td>
<td>19.4%</td>
<td>3.7%</td>
<td>4.3%</td>
</tr>
<tr>
<td>2013</td>
<td>4.8%</td>
<td>19.2%</td>
<td>3.9%</td>
<td>4.0%</td>
</tr>
<tr>
<td>2014</td>
<td>4.9%</td>
<td>19.4%</td>
<td>3.9%</td>
<td>4.0%</td>
</tr>
</tbody>
</table>

- **Energy-saving measures**

<table>
<thead>
<tr>
<th>Year</th>
<th>Japan</th>
<th>Overseas</th>
<th>Non-manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>10</td>
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<td>2012</td>
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<tr>
<td>2013</td>
<td>45</td>
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<td>45</td>
</tr>
<tr>
<td>2014</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>

- **Environment Consious Logistics**

<table>
<thead>
<tr>
<th>Year</th>
<th>Japan</th>
<th>Overseas</th>
<th>Non-manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
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<tr>
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<td>45</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>2014</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>

- **Activities on biodiversity conservation -online-**

<table>
<thead>
<tr>
<th>Year</th>
<th>Japan</th>
<th>Overseas</th>
<th>Non-manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>2007</td>
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<td>2009</td>
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<tr>
<td>2010</td>
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<tr>
<td>2011</td>
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<tr>
<td>2012</td>
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</tr>
<tr>
<td>2013</td>
<td>45</td>
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<td>45</td>
</tr>
<tr>
<td>2014</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>
Pollution Prevention Measures

■ Annual changes in volume of atmospheric emissions

<table>
<thead>
<tr>
<th>Substance</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total amount of CO2*</td>
<td>88.1</td>
<td>93.0</td>
<td>85.5</td>
<td>86.5</td>
<td>85.3</td>
</tr>
<tr>
<td>Total amount of BOD</td>
<td>53.3</td>
<td>51.7</td>
<td>39.4</td>
<td>31.3</td>
<td>27.0</td>
</tr>
<tr>
<td>Total amount of nitrogen</td>
<td>3.5</td>
<td>6.6</td>
<td>3.3</td>
<td>4.5</td>
<td>5.1</td>
</tr>
<tr>
<td>Total amount of oxygen</td>
<td>28.0</td>
<td>29.4</td>
<td>29.7</td>
<td>29.7</td>
<td>29.6</td>
</tr>
</tbody>
</table>

■ Reductions in VOCs atmospheric emissions*

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
<th>Reduction rate in comparison to previous fiscal year (%)</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Methyl ethyl ketone</td>
<td>2</td>
<td>-7</td>
<td>tons/year</td>
</tr>
<tr>
<td>Methyl alcohol</td>
<td>28</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Toluene</td>
<td>34</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Chloroform</td>
<td>3</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Carbon disulfide</td>
<td>1</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Methylene chloride</td>
<td>1</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Dichloroethane</td>
<td>2</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Formaldehyde</td>
<td>1</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>117,092</td>
<td>117,092</td>
<td></td>
</tr>
</tbody>
</table>

■ Responses to environment-related complaints and legal violations in FY2014

Company name | FUJIFILM Electronic Materials U.S.A., Inc., Mesa (USA) |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td>Respond to environment-related complaints and legal violations in FY2014</td>
</tr>
<tr>
<td>Response</td>
<td>Files data on the environmental detection device, and replaced with new. Regular maintenance will be conducted.</td>
</tr>
</tbody>
</table>
**Sustainability Accounting**

(Labor Environment and Social Benefit Accounting, Environmental Accounting)

### Overview of FY2014
- Expenditure on improving working conditions and for social benefits for different stakeholders is summarized.
- Efforts are made to create a worker-friendly environment through expanding educational seminars and supporting healthcare programs.
- For local communities, expenditure includes a donation to build the Japan Photographic Preservation Center and a project donation to the Nature Conservation Society of Japan. In the promotion of art and culture, expenditure includes Fujifilm Square as the base for preservation and communication concerning photographic culture, as well as for photo contests.

### Environmental Accounting
- **Overview of FY2014**
  - Environmental conservation costs: Overall costs were increased by 2%. Approximately 5% of total costs was for facility investment and 95% was expenditure. This ratio is almost the same as the previous year.
  - Facility investment: Reduced approx. 28% year-on-year. This is due to the drastic drop in investment into facilities related to plants.
  - Expenditure: Expenditure was increased by ¥1.8 billion or 4% year-on-year, through efficient measures in workplace, R&D costs occupy approx. 40% of the entire expenditure.
  - Environmental conservation benefits: The economic effect grew 1% to ¥1.3 billion year-on-year mainly due to an external economic effect.
  - Internal economic effect: Reduced by 14% year-on-year.
  - External economic effect: Rise in benefits for customers led to a marked increase of ¥4.1 billion or 3% year-on-year.

- **Customer benefits**
  - The customer benefits were calculated in amounts through comparing the use of a new product purchased by the client with the environmental burden when the customer uses an older product. The total benefits to customers for FY2014 increased by ¥4.1 billion or 3% year-on-year.
  - The power-saving effects of high-density magnetic memory materials in office printers increased the environmental burden when the customer uses an older product.
  - Customer benefits
  1. Environmental damage prevention: Reduced by 14% year-on-year.
  2. Global environmental protection: Reduced approx. 28% year-on-year. This is due to the drastic drop in investment into facilities related to plants.
  3. Resource recycling: Reduced approx. 28% year-on-year. This is due to the drastic drop in investment into facilities related to plants.

### Period of Coverage
- **FY2014** (April 1, 2014 to March 31, 2015)

### Environmental Accounting
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### Period of Coverage
- **FY2014** (April 1, 2014 to March 31, 2015)
At the beginning of Top Message, the chairman explained the necessity of achieving the 2016 targets of the Medium-Term Management Plan laid out last year and the activities organized from a new perspective in the Sustainable Value Plan (SVP) 2016. However, the world is presently undergoing dramatic changes, as he mentions in the latter half of his message.

Likewise, drastic changes are about to begin in Japan’s business environment and in society. Though be- lated, the Japanese Version of the Stewardship Code has been established by the Financial Services Agency, and a Corporate Governance Code has been introduced by the Agency and the Tokyo Stock Exchange. I expect the way business enterprises deal with these will hugely affect their future.

In order to achieve the target of the G7 countries and of the Abe cabinet to cut GHGs by more than 80% in 2050 over the 1990 level and to comply with the political decision to curb the rise in global average temperatures to 2°C or less as agreed internationally, GHGs must be reduced by 100% or further to subzero emissions by 2100. In order to address this, I look forward to the development and announcement of a business vision for 2050 or targets for 2030, although they do not need to be numerical figures.

Although the announcement of targets for 2020 and later is commendable, I would like Fujifilm to commit itself to “targets” not as something that must be realized with- out fail. Many Western business enterprises are setting “goals” without any target year, expressing their commit- ment in their policy direction. I believe this is an alternative method. However, I would like to see it in the data on performance, highly as uncommon among Japanese businesses.

The company’s performance in the field of social con- tribution is also impressive. In the future, I hope that it will work on tie-ups with NGOs and consider engagement in other ways. If all these measures are adopted, the company will continue to be at the vanguard in the development of a circular society. The concept is being discussed in Europe with the term “Circular Society.”

Fujifilm also speaks explicitly of the importance of di- versity, aiming to become “a company where employees of diverse backgrounds are able to show their strengths,” and of improvements in performance, which I evaluate highly as uncommon among Japanese businesses. However, I would like to see it in the data on performance, goals, etc., for the entire group.
Fujifilm Group Organization and Business Overview

Holding Company: FUJIFILM Holdings Corporation

Company name: FUJIFILM Holdings Corporation
Representative: Shigetaka Komori
Head office: Tokyo Midtown, 9-7-3 Akasaka, Minato-ku, Tokyo 107-0002, Japan
Established: January 20, 1934
Capital: Y40,363 million (as of March 31, 2015)
Employees: 120 (as of March 31, 2015)
Consolidated employees: 79,235 (as of March 31, 2015)
Consolidated subsidiaries: 273 (as of March 31, 2015)

FUJIFILM Corporation
Fuji Xerox Co., Ltd.
TOKUYAMA CHEMICAL CO., LTD.
FUJIFILM Business Expert Corporation

Consolidated operating income
Revenue by region (FY2014)

Proportion of revenue by business (FY2014)

Proportion of revenue by operating segment (FY2014)

FUJIFILM Business Expert Corporation

FUJIFILM Group Organization Overview (as of March 31, 2015)

Fujifilm Group Organization and Business Overview

Holding Company: FUJIFILM Holdings Corporation

● Holding Company: FUJIFILM Holdings Corporation

For information about the consolidated subsidiaries of FUJIFILM Holdings Corporation, please visit:

FUJIFILM Holdings Sustainability Report 2015

Editorial Policy

FUJIFILM Holdings Sustainability Report 2015 was edited with a major emphasis on our CSR activities, which have high relevance to both the Fujifilm Group and its stakeholders in the areas of environment and society among the three aspects generally involved in a corporation’s activities. The main article in the Report concerns FUJIFILM Holdings’ Medium-Term CSR Plan, Sustainable Value Plan 2016 (SVP 2016), which runs from FY2014 to FY2016 and was created based on “Value from Innovation,” the Fujifilm Group’s slogan.

SVP 2016 is composed of three promotion policies. Policy 1 is “solving social issues through business activity,” which is our new initiative. We have introduced active efforts under this initiative across the four areas of Health, Daily Life, Environment, and Work Style, which were chosen through a materially assessment. Policy 2 concerns our continuing efforts in reducing environmental impact from our business processes, and Policy 3 involves CSR management enhancement across the entire value chain, which is the foundation of corporate activity. Not only describing our CSR activities in text, we have also paid attention to Visual effects and layout to present the activity contents and their progress in an easy-to-understand manner by using icons to emphasize the important points, color codes to distinguish the articles related to each policy, and clear diagrams of activity progression. Further, additional references and data for related activities are also covered for completeness. We also published a comparison table between ISO 26000 and GRI on our website to increase accessibility to CSR-related information through internet searches. Finally, this year we requested the independent assurance on our environmental and social activity data, in addition to the conventional third party opinion, in order to ensure the accuracy of the reporting.

Each Fujifilm Group company, including Fujifilm and Fuji Xerox, has its own CSR website for active disclosure of information concerning their CSR activities. For more details of the Fujifilm Group’s CSR activities, please refer to each company’s official website.


We welcome your comments to improve our future reports. We would appreciate your participation in the questionnaire accessible from the following URL:

A process of creating the report


◎ About the art works on the front cover

The Fujifilm Group is recording and storing cultural and artistic works in the form of photos and images to pass on to future generations. We do this as part of our social contribution through our business. Thanks to cooperation from the Nara National Museum, we are presenting works owned by the museum on the front cover of this report.

Senmen Gajō, Fan-shaped Paintings
Nara National Museum
Individual items from the top:
- Peonies and small birds
- Bamboo in snow
- Autumn plants and small birds
- Phoenixes on paulownia

In Japan, in the Heian period (794–1192), fans featuring beautiful paintings with motifs from popular stories of the day became widespread among the aristocracy. Such fans were also exported to the continent during the Heian period and Muromachi period (1336–1573). For the front page of this year’s report, four such fans were chosen featuring the theme of “nature” from the numerous fan-shaped paintings owned by Nara National Museum.

Photo courtesy of Nara National Museum

Nara National Museum
50 Noboniojicho, Nara, Nara Prefecture 630-8213, Japan
Phone: 050-5542-8600
http://www.narahaku.go.jp/english/index_e.html

The establishment of Nara National Museum was first planned in May 1889 by the government of the day as one of three imperial museums, the others being in Tokyo and Kyoto; it actually opened in April 1895. Nara National Museum marks the 120th anniversary of its foundation in 2015.
Guideline Comparison Tables

ISO26000 / GRI Guideline
**ISO26000 Comparison Table**

FUJIFILM Holdings has created a comparison table to verify if the information is disclosed in accordance with the seven core subjects of “ISO26000 Guidance on Social Responsibility” published in November 2010.

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### GRI Guideline (G4) Comparison Table (GRI Content Index for “In Accordance”)

The Report is in accordance with the CORE of the GRI Sustainability Reporting Guidelines (G4).

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**Environmental**

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<td>(Promotion policy 2) Solve Environmental Issues within Business Processes Actively Environmental Aspects</td>
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**Effluents and Waste**

| G4-EN22 | Total water discharge by quality and destination | (Promotion policy 2) Solve Environmental Issues within Business Processes Actively (Promotion policy 2) [Priority issue 2] Promote Resource Recycling Environmental Aspects |
| G4-EN23 | Total weight of waste by type and disposal method | (Promotion policy 2) Solve Environmental Issues within Business Processes Actively (Promotion policy 2) [Priority issue 2] Promote Resource Recycling Environmental Aspects |

**Products and Services**

| G4-EN27 | Extent of impact mitigation of environmental impacts of products and services | (Promotion policy 1) [Environment] (Promotion policy 2) [Priority issue 1] Promote Global Warming Countermeasures Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting) |

**Compliance**

| G4-EN29 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Environmental Aspects |

**Transport**

| G4-EN30 | Significant environmental impacts of transporting products and other goods and materials used for the organization’s operations, and transporting members of the workforce | (Promotion policy 2) Solve Environmental Issues within Business Processes Actively |

**Overall**

| G4-EN31 | Total environmental protection expenditures and investments by type | Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting) |

**Supplier Environmental Assessment**

| G4-EN33 | Significant actual and potential negative environmental impacts in the supply chain and actions taken | N/A |

**Environmental Grievance Mechanisms**

| G4-EN34 | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms | Environmental Aspects |

**Promotion policy 2** Solve Environmental Issues within Business Processes Actively

**Promotion policy 2** [Priority issue 1] Promote Global Warming Countermeasures

**Promotion policy 2** [Priority issue 2] Promote Resource Recycling

**Promotion policy 1** [Environment]
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<td>Workers with high incidence or high risk of diseases related to their occupation</td>
<td>N/A</td>
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<td>Health and safety topics covered in formal agreements with trade unions</td>
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<td>G4-LA10</td>
<td>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</td>
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<td>Diversity and Equal Opportunity</td>
<td>G4-LA12</td>
<td>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity</td>
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<td>G4-LA16</td>
<td>Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms</td>
<td>N/A</td>
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<td>Labor Practices</td>
<td>G4-HR1</td>
<td>Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</td>
<td>N/A</td>
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<td>Human Rights</td>
<td>G4-HR2</td>
<td>Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained</td>
<td>Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)</td>
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<td>G4-HR3</td>
<td>Total number of incidents of discrimination and corrective actions taken</td>
<td>N/A</td>
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<td>Non-discrimination</td>
<td>G4-HR4</td>
<td>Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights</td>
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<td>Freedom of Association and Collective Bargaining</td>
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<td>Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor</td>
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<td>G4-HR6</td>
<td>Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor</td>
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<td>Percentage of security personnel trained in the organization’s human rights policies or procedures that are relevant to operations</td>
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Regarding "Pages in this Report":
N/A: When those indicators have little relation with the Fujifilm Group’s business or there is no need of management.