

## MODERN SLAVERY AND HUMAN TRAFFICKING

### INTRODUCTION FROM THE MANAGING DIRECTOR OF FUJIFILM EUROPE B.V.

FUJIFILM Europe B.V. is a distributor of, and service provider in relation to products in Europe for a range of industries including photographic technologies, optical technologies, medical systems, graphic systems, and industrial.

We are a part of the group of companies owned by FUJIFILM Corporation (“FUJIFILM Group”). Our ultimate parent company is FUJIFILM Holdings Corporation. Both FUJIFILM Holdings Corporation and FUJIFILM Corporation have their head offices in Japan.

The FUJIFILM Group are dedicated to developing mutually beneficial partnership relationships with suppliers. Through our procurement policies and procedures the FUJIFILM Group foster social and environmental responsibility, while encouraging fair trade and free enterprise in international markets.

The FUJIFILM Group are committed to improving our practices to combat any kind of slavery and human trafficking. Companies within the FUJIFILM Group are required to conduct their activities in accordance with the [FUJIFILM Group Charter for Corporate Behaviour](#) and the [FUJIFILM Group Code of Conduct](#) which cover a variety of ethical business principles including the prevention of slavery and human trafficking in the activities of such companies. As part of the FUJIFILM Group’s commitment to these principles, in June 2015 FUJIFILM Corporation adopted the FUJIFILM Corporate Social Responsibility Procurement Guidelines for suppliers (“Supplier Guidelines”) under which suppliers to FUJIFILM Corporation are requested to commit to ethical business principles in a number of areas where human rights can be affected. These include the prohibition of forced labour, child labour and inhumane treatment. Whilst progress has been made, the Supplier Guidelines are still in the process of being rolled out to FUJIFILM Group companies outside of Asia. However FUJIFILM Corporation has made further progress in its local CSR Procurement activities and its commitment to respect for human rights as evidenced by the following articles:

<http://www.fujifilmholdings.com/en/sustainability/svp2017/process/policy03/valuechain/01.html>

<http://www.fujifilmholdings.com/en/sustainability/svp2017/process/policy03/cprm/04.html>

### ORGANISATION STRUCTURE

FUJIFILM Europe B.V. is incorporated in The Netherlands. Here, FUJIFILM Europe B.V. is the European holding company for most of FUJIFILM’s entities in Europe and functions as an operational and distribution centre for the FUJIFILM Europe business, consisting of Photo Imaging, Electronic Imaging, Optical Devices, Medical Systems, Graphic Systems, and Industrial Products via its subsidiaries, distributors and direct sales to end customers.

Beginning in 1934 as Japan’s pioneering photographic film maker, the FUJIFILM Group has leveraged its imaging and information technology to become a global presence known for innovation in healthcare, graphic arts, optical devices, highly functional materials and other high-tech areas. The FUJIFILM Group has over 30,000 employees 1 worldwide and operates in most countries around the world. The FUJIFILM Group has a global annual turnover of around £7 billion.

## **OUR BUSINESS**

FUJIFILM Europe B.V.'s business is organised into six business units: Photo Imaging, Electronic Imaging, Optical Devices, Medical Systems, Graphic Systems, and Industrial Products. Via those business units we supply FUJIFILM branded products and services to the European market, via FUJIFILM subsidiaries and other distributors in most countries but directly to customers in some European countries including the Netherlands and to a limited extent also to the UK.

## **OUR SUPPLY CHAINS**

We source many of our products from FUJIFILM Corporation or with respect to paper and pre sensitised plates photographic chemicals, press-room or pre-press chemicals and accessories from other FUJIFILM Group manufacturing companies based in Europe. Other trading goods, products for internal consumption in running our facilities in the Netherlands and services are sourced from external suppliers.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We comply with the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#) which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and promoting this approach in our supply chains.

As a number of the products we sell are ultimately sourced from FUJIFILM Corporation, this is also reflected in their adoption of the Supplier Guidelines as referred to above.

## **OUR PROCESSES TO PREVENT SLAVERY AND HUMAN TRAFFICKING**

All FUJIFILM Group staff around the world are required to abide by the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#) in order to ensure that all FUJIFILM Group companies exhibit and promote ethical business activities. FUJIFILM Group companies are required to complete an annual checklist which requires them to answer questions on their measures to prevent forced and child labour in connection with their compliance with the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#).

For the products that we sell that are ultimately sourced from FUJIFILM Corporation (if any), FUJIFILM Corporation procurement staff are expected to identify and assess potential risk areas in the supply chain and work with suppliers in those areas in order to seek to establish that those suppliers act in accordance with the Supplier Guidelines.

As part of the initiatives in FUJIFILM Europe generally to identify and manage risk, for the products that we sell that are ultimately sourced from other FUJIFILM Group companies based in Europe and for those products and services that we source from external suppliers, our staff and those of the other FUJIFILM companies based in Europe work to mitigate the risk of slavery and human trafficking occurring in its supply chains in line with the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#).

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We promote action to ban slavery and human trafficking from our supply chain.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation (if any), suppliers of those products are requested to commit to the ethical business principles set out in the Supplier Guidelines. Further, FUJIFILM Corporation aim to reflect those standards in cooperation agreements with suppliers and business partners. The Fujifilm Supplier CSR Checklist was being used by the suppliers and business partners responsible for over 70% of the total procurement amount for each business division in FUJIFILM Corporation and the FUJIFILM group companies within China by the end of March 2017. During the current financial year FUJIFILM Corporation are following up with suppliers and business partners who have already completed the checklist to confirm their responses against their actual activities. After this work is completed, FUJIFILM Corporation will expand the use of the checklist to other suppliers and business partners.

For the products that we sell that are ultimately sourced from other FUJIFILM Group companies based in Europe, for products that we source ourselves and for services, our activities and those of such other FUJIFILM companies consist of working with our or their suppliers to understand their approach to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of their business.

## **TRAINING**

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we work with our procurement staff to ensure they act ethically and with integrity in their interactions with our suppliers and to implement and promote this approach in our supply chains.

## **FURTHER STEPS**

At a FUJIFILM Group level, FUJIFILM Holdings Corporation are now finalising a Human Rights Policy to strengthen its commitment to important human rights matters such as the elimination of slavery and human trafficking and expect to publish this during the current financial year. In addition it is anticipated that suppliers and business partners to FUJIFILM companies in North America will start utilising the Supplier Guidelines during the current financial year with those to FUJIFILM's European companies to follow later in 2018.

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Adoption of the Supplier Guidelines into our own procurement activities once introduced into Europe by the FUJIFILM Group
- More detailed awareness activities around modern slavery and human trafficking for all our procurement staff

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for FUJIFILM Europe B.V. for the financial year ending 31 March 2017.



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**Peter Struik**  
**Managing Director**  
**FUJIFILM Europe B.V.**

**Date: 30 September 2017**