

## MODERN SLAVERY AND HUMAN TRAFFICKING

### INTRODUCTION FROM THE MANAGING DIRECTOR OF FUJIFILM UK LIMITED

FUJIFILM UK Limited is a distributor of, and service provider in relation to, products in the UK and Ireland for a range of industries including medical, graphic arts, recording media and photographic technologies.

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

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 worldwide and operates in most countries around the world. The FUJIFILM Group has a global annual turnover of around £7 billion.

### OUR BUSINESS

In the year ending 31 March 2017, our business in FUJIFILM UK Limited was organised into four main business units: Photo Imaging, Graphic Systems, Medical Systems and Recording Media which supply FUJIFILM branded products and services in their respective sectors to the UK and Irish

market as distributor for the wider FUJIFILM Group. We also act as marketing agents in the UK and Ireland supporting the sales of other FUJIFILM Group company businesses in fields such as digital cameras and industrial products.

## **OUR SUPPLY CHAINS**

Our product supply chain is dominated by products supplied by other FUJIFILM Group companies (mainly sourced from FUJIFILM Corporation). We source all these products and all our other products for onward sale to customers from our European intermediate parent company, FUJIFILM Europe B.V. based in the Netherlands. The only products we purchase ourselves are either for local marketing purposes or for internal consumption in running our facilities in the UK and Ireland. These, along with the services we procure, are almost exclusively sourced from UK 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 most 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, 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 FUJIFILM Europe B.V., for products that we source ourselves and for services, our procurement staff and those of FUJIFILM Europe B.V. work to mitigate the risk of slavery and human trafficking occurring in our or their supply chains in accordance with the [FUJIFILM Group Charter for Corporate Behaviour](#) and the [FUJIFILM Group Code of Conduct](#).

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

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 sourced from FUJIFILM Europe B.V., for products that we source ourselves and for services, our activities and those of FUJIFILM Europe B.V. 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:

Given the delay in the introduction of the Supplier Guidelines into Europe by the FUJIFILM Group, we will in the meantime undertake more detailed awareness activities around modern slavery and human trafficking for all our staff involved in procurement activities, prepare a statement of our expectation of our suppliers and business partners and undertake a targeted exercise with those suppliers and business partners to make clear their adherence to those expectations is necessary for continued custom from FUJIFILM UK Limited.

We will also introduce compliance with the Modern Slavery Act 2015 into our contracting processes with our supplier and business partners (one aspect of which will be to include a specific provision in our standard terms and conditions of purchase).

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 UK Limited for the financial year ending 31 March 2017.

A handwritten signature in black ink, appearing to read 'M. Fukumoto', with a long horizontal stroke extending to the right.

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Masaharu Fukumoto  
Managing Director  
FUJIFILM UK Limited

Date: 30 September 2017