

4.3 Health and Safety for Employees

4.3.1 Basic Approach

In Fujifilm Group Code of Conduct, the Fujifilm Group clearly states that we comply with applicable occupational health and safety laws and regulations, such as those designed to prevent workplace accidents. We also state that we aim to maintain and enhance safe, healthy and fit working environments by giving due consideration to the physical and mental health of our employees. In April 2019, we revised Fujifilm Group Occupational Safety and Health Policy to show concrete measures based on this Code of Conduct. We will put this idea into practice and promote activities.

Fujifilm Group Occupational Safety and Health Policy

The Fujifilm Group operates its businesses based on this policy, considering that the promotion of workers' occupational safety and health is the most important foundation of its corporate activities.

1. We will consider the occupational safety and health of employees including dispatched workers and contractors as the top priority, and maintain safe, healthy and fit working environments.
2. We will comply with applicable occupational safety and health laws and self-regulations, such as those designed to prevent workplace accidents and excessive working hours.
3. We will promote health and productivity management through proactively supporting employees to maintain and enhance their physical and mental health.
4. We will establish smooth communications between all the Fujifilm Group companies and their employees on promoting occupational safety and health.
5. We will actively and continuously provide employee education and training on occupational safety and health.

Established in January 2010, Revised in April 2019

Fujifilm Group Code of Conduct: Article 8, Chapter 1 Occupational Safety and Health/Health Promotion

URL: <https://www.fujifilmholdings.com/en/about/philosophy/law/humanrights.html>

4.3.2 Promotion System and Activities

Promotion System

In major business sites inside and outside Japan under FUJIFILM and Fuji Xerox, occupational health and safety officers are appointed. These officers create and implement measures and education programs to reduce occupational accidents and conduct self-checks using a designated checklist toward the target of zero workdays lost through accidents etc. They also monitor the progress of their measures. Further, each site sets its own measures to protect employees' health and safety, such as chemical substance management, depending on the nature of its business.

For promoting health and productivity management in workplace, the FUJIFILM Holdings Corporate Vice President and General Manager of the Human Resources Division is appointed as the Healthy Workplace Officer. Under this officer, the FUJIFILM Holdings Health Promotion Group is established to supervise a health promotion department in each company. We are keen to promote health across the group, and, particularly in Japan, the company is working closely with the Fujifilm Group health insurance association and industrial doctors maintain and promote healthy working lives for our employees.

Management of Risks Related to Health and Safety

Every year, each of the Fujifilm Group companies identifies the priority risk issues (including potential ones) in our business processes, creates and implements countermeasures, and follows up on progress. The priority issues and progress of each company are reported to the FUJIFILM Holdings ESG Committee and to the Board of Directors after due discussions. The health and safety of employees, including labor issues, are also included in the above process, and managed as one of the factors to be discussed as a part of company-wide risk mapping. For more details of the Fujifilm Group's risk management process and priority risk mapping, see 2.2.3 *Risk Management Promotion Structure* in this report.

4.3.3 Progress and Results

Work accident rate and work accident severity

Fujifilm

Industry average in parenthesis*3

	FY2014	FY2015	FY2016	FY2017	FY2018	Target
Work accident rate*1	0.00 (0.40)	0.20 (0.24)	0.00 (0.37)	0.30 (0.28)	0.00 (0.47)	0
Work accident severity*2	0.00 (0.13)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0

Fuji Xerox

Industry average in parenthesis*3

	FY2014	FY2015	FY2016	FY2017	FY2018	Target
Work accident rate*1	0.00 (0.16)	0.20 (0.11)	0.00 (0.18)	0.37 (0.38)	0.18 (0.36)	0
Work accident severity*2	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	0.001 (0.01)	0

*1 Work accident rate = $\frac{\text{Number of employees involved in work accidents}}{\text{Gross number of hours worked}} \times 1,000,000$

*2 Work accident severity = $\frac{\text{Number of workdays lost}}{\text{Gross number of hours worked}} \times 1,000$

*3 Source for industry average: FY2017 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Number of Fatal Work Accidents

		FY2016	FY2017	FY2018	Target
Fujifilm Group	Employees	0	0	0	0
	Contracted	0	0	0	0
Fujifilm	Employees	0	0	0	0
	Contracted	0	0	0	0
Fuji Xerox	Employees	0	0	0	0
	Contracted	0	0	0	0

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Number of Employees Taking Occupational Health and Safety Training

	FY2018
Fujifilm Group	13,289
Fujifilm	3,169
Fuji Xerox	10,120

* Including executive officers and employees employed indirectly

FUJIFILM Holdings was recognized under the 2018 Certified Health and Productivity Management Organization Recognition Program (Large Enterprise Category)—White 500 for the third consecutive year since 2016.

