

- Topics:**
1. Appraisal of the Fujifilm Group Human Rights Statement (enacted June 2018) and dissemination throughout the company and suppliers.
 2. Opinion exchange on clarifying positive and negative elements to society from Fujifilm Group business activities when creating the Sustainable Value Plan 2030 (SVP2030), the Fujifilm Group CSR Plan, following the UN SDGs.

Discussion results:

The Fujifilm Group Human Rights Statement received a positive comment that it is well composed. In order to disseminate the declaration, the key is to engender the correct understanding of “human rights due diligence,” as it is not such a common concept for general employees. For future prospects we are expected to provide detailed and easy-to-understand descriptions on correction measures and remedies.

Our efforts towards the SDGs were also well appraised, and at the same time it was suggested that we should create a policy for SDGs to support the story that SVP 2030 is well linked with SDGs.

In global society, “responsible business” is becoming increasingly important as a concept that transcends conventional CSR. One comment was that we could realize “sustainable business” only after pursuing responsible business.

4.5.5 Grievance Mechanism on Human Rights

Chapter 1 of the Fujifilm Group Code of Conduct describes our policies on Respect for Human Rights. Group employees can report any concerns relating to the violation of items listed in the chapter or infringements of human rights that require correction and remedies through the whistle-blowing system. Reports can be submitted to either (1) each company or region, or (2) the Group. In either case, the anonymity of the whistle blower is ensured and therefore they cannot be unfavorably treated because of their report. For the number of reports made in FY2018, see 2.2.10 *Whistle-Blowing Office and Consultation Office* in this report.

For outside stakeholders, the Group provides the Contact Sustainability form and is ready to receive a wide range of comments on our CSR activities, including human rights.

Contact Sustainability  URL: <https://www.fujifilmholdings.com/en/sustainability/contact/index.html>

4.5.6 Collaborative Initiatives Regarding Human Rights

Caux Round Table (CRT) Japan

FUJIFILM Holdings has been participating in the Stakeholder Engagement Program held by the Nippon CSR Consortium (secretariat: CRT Japan) since 2012, discussing human rights issues in different industries.*¹ In the 2018 Business and Human Rights Conference in Tokyo, held by CRT Japan, we presented our human rights practices*² as an example of a Japanese company. We also had individual dialogues with international business and human rights experts and reviewed our practices based on the dialogue results.*³

*1 CRT Stakeholder Engagement Program

(Japanese)  <http://crt-japan.jp/portfolio/she-program/>

(English)  <http://crt-japan.jp/en/portfolio/human-rights-due-diligence-workshop/>

*2 Presentation in the CRT International Conference (Agenda and report)

(Japanese)  <http://crt-japan.jp/human-rights/conference/>

(English)  <http://crt-japan.jp/en/seminar-overview/global-conference/>

*3 CRT dialogues with experts (Japanese only)

 URL: <http://crt-japan.jp/human-rights/expert-dialogue/>

UN Global Compact

Fuji Xerox is signed up for United Nations Global Compact, a voluntary initiative that encourages companies to undertake fair operations in the areas of human rights, labor, environment, and anti-corruption. In Japan, we have jointly hosted the Human Rights Diligence Working Group within Global Compact Network Japan since 2017, among the various working groups where corporate members discuss and exchange information on related topics.