

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE CHIEF OPERATING OFFICER/MANAGING DIRECTOR OF FUJIFILM SPECIALITY INK SYSTEMS LIMITED

FUJIFILM Speciality Ink Systems Limited are a manufacturer and supplier of digital inks and dispersions.

We are a part of the group of companies owned by FUJIFILM Holdings Corporation which has its head office in Japan (“**Fujifilm Group**”).

As a global organisation providing customers with innovative product and service solutions around the world, the Fujifilm Group is involved in the procurement of numerous materials, components and services. In this role the Fujifilm Group acknowledges that it is responsible for ensuring the quality and safety of its product and service solutions and appropriately managing the supply chain of materials, components and services used in their production. The Fujifilm Group is also a significant user of services within its organisation at both a global and local level. In response to ever increasing social demands, the Fujifilm Group is keen to fulfil its social responsibilities across its entire supply chain. The scope of this responsibility covers the global environment, ethics, human rights, health and safety and other labour conditions of those working within the supply chain from a corporate social responsibility perspective. FUJIFILM Holdings Corporation has signed up to United Nations Global Compact, a voluntary initiative that encourages companies to undertake fair operations in the area of human rights, labour, environment and anti-corruption.

Under a partnership with its suppliers based on mutual understanding and trust, the Fujifilm Group aims to build a more robust and sustainable supply chain through socially responsible procurement that reduces business risks in the supply chain and increases the competitiveness and corporate value of all parties in the chain. As part of these activities, the Fujifilm Group continues to improve its 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. For those of our companies involved in the healthcare sector, the [Fujifilm Group Global Healthcare Code of Conduct](#) must also be complied with.

The [Fujifilm Group Human Rights Statement](#) applies to all personnel in the Fujifilm Group. All business partners associated with the provision of any products and/or services of any Fujifilm Group company are also expected to comply with this Statement. This is driven by a belief that respecting the human rights of workers in the supply chain increases productivity and moral action, which in turn leads to the provision of better products and services, as well encouraging innovation. In addition the [Fujifilm Group AI Policy](#) establishes basic principles for the application of AI technology, such as respect for human rights and fair and appropriate use of the technology, for our various businesses to guide the drive to accelerate the use of technology to resolve social issues.

The Fujifilm Group aims to develop together with its suppliers by encouraging them to take initiatives in CSR activities to spread such positive effects. Recognizing the slavery and human trafficking impact of the conflict minerals issue, the [Fujifilm Group's stance toward the issue of responsible minerals](#)

[procurement](#) is also made clear in more detail on the Fujifilm global website and Fujifilm Group companies are obliged to undertake the required actions in this area.

As part of the Fujifilm Group's commitment to these principles, FUJIFILM Holdings Corporation continues to develop its Sustainable Procurement Promotion Program that covers (1) dissemination of procurement-related policies (including the Fujifilm Group Sustainable Procurement Guidelines for Suppliers ("**Supplier Guidelines**") which cover items listed in the [Fujifilm Group Charter for Corporate Behaviour](#), [Fujifilm Group Code of Conduct](#) and [Fujifilm Group Human Rights Statement](#) that Fujifilm Group companies request their suppliers to follow); (2) risk assessments of suppliers in high risk areas; and (3) requests to improve any supplier facing CSR risks together with offers of support. The program is run cyclically to check on suppliers to ensure improvements have been made. This Sustainable Procurement Promotion Program has been adopted by Fujifilm Group companies in Japan (including FUJIFILM Corporation (a Japanese subsidiary of FUJIFILM Holdings Corporation which owns the group of subsidiary companies to which we belong)) and certain Fujifilm Group companies in other parts of Asia, in Europe and in North America. This Sustainable Procurement Promotion Program will continue to be introduced at other Fujifilm Group companies around the world.

In addition, FUJIFILM Holdings Corporation's stated goal under its Sustainable Value Plan 2030 (SVP 2030), is to become a corporation that promotes social innovation involving all employees and action on social issues from a long-term perspective. In connection with the 15 priority issues established in the six areas of the environment, health, daily life, work style, supply chain and governance, enhancing management of the entire supply chain from the viewpoint of Corporate Social Responsibility has been established as one of the particular priority areas.

ORGANISATION STRUCTURE

FUJIFILM Speciality Ink Systems Limited employs just over 200 people in the UK. Whilst our operations are based in the UK, we market and sell our products globally through other Fujifilm Group companies and directly to customers. We had an annual turnover of £58 million in the year ended 31 March 2025.

OUR BUSINESS

Our business is involved in the research, design, manufacture and supply of digital inks and dispersions.

We are a major employer in the East Kent region. At our plant in Broadstairs we have state-of-the-art research and development and advanced manufacturing facilities supported by quality assurance that ensures that all regulatory and quality requirements are met.

OUR SUPPLY CHAINS

Our supply chains include the purchase of equipment and services relating thereto, raw materials, resins, consumables and components for use in printing ink research and manufacture. We source these items globally from around 1000 vendors.

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](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human Rights Statement](#) 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 to prevent and mitigate any human rights abuses.

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](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human Rights Statement](#) in order to ensure that all Fujifilm Group companies exhibit and promote ethical business activities.

FUJIFILM Holdings Corporation conducts annual screening of priority risk issues (including potential ones) in business processes at all Fujifilm Group companies. All Fujifilm Group companies identify priority risk issues, plan and execute necessary measures to address those issues, and manage their results. Priority issues for the Fujifilm Group as a whole, based on the review results for each Fujifilm Group company, and the results of action implemented are reported to, and deliberated on by, the FUJIFILM Holdings Corporation ESG Committee and reported to the Board of Directors of FUJIFILM Holdings Corporation. This includes human rights issues. Human rights are specified explicitly as one of the perspectives requiring attention at each Fujifilm Group company in review of our priority risk issues. If a Fujifilm Group company has identified any human rights risk, it is required to develop and implement preventive and mitigating measures. FUJIFILM Holdings Corporation uses external risk screening services for vetting suppliers for potential unethical business activities to enable early initial responses. This service covers nearly 3,300 suppliers in China, Japan and other Asian countries, from which we source about 70% of our direct materials in terms of procurement amount.

The Fujifilm Group is a member of the [Japan Center for Engagement and Remedy on Business and Human Rights \(JaCER\)](#) which provides a non-judicial “Engagement and Remedy Platform” in relation to potential human rights issues that complies with the United Nations’ Guiding Principles on Business and Human Rights. In Japan, between November and December 2024, basic training on "Business and Human Rights" was conducted for all executives and employees. During the training, awareness of the use of membership of the JaCER to enhance the objectivity and fairness of its grievance (whistleblowing) mechanisms in its supply chain in the area of human rights was highlighted, as well as the importance of Fujifilm’s ethical procurement goals.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from certain Fujifilm Group companies in other parts of Asia, Europe and North America (if any), procurement staff in those companies are expected to operate the Sustainable Procurement Promotion Program in order to seek to establish that suppliers act in accordance with the Supplier Guidelines.

As part of our own initiatives to identify and manage risk for products that we source ourselves and for services, our procurement staff work to mitigate the risk of slavery and human trafficking occurring in our supply chains.

The following policies and procedures are in place at FUJIFILM Speciality Ink Systems Limited:

- Anti-corruption Policy
- Company Values
- Whistleblowing Policy

- Dignity at Work Policy
- Equal Opportunity Policy

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

The Fujifilm Group promotes actions to ban slavery and human trafficking from its supply chain mainly with the framework of ethical procurement.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from Fujifilm Group companies in certain other parts of Asia and in North America (if any), suppliers of those products 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 (including in the context of conflict minerals) as set out in the Supplier Guidelines.

More and more Fujifilm Group companies also use the Fujifilm Group Supplier CSR Checklist to assess suppliers' compliance with the Supplier Guidelines where considered necessary. As a result of suppliers completing these Checklists, primary suppliers in Japan, Europe and the USA have been assessed as a low CSR risk. These Fujifilm Group companies continue to extend the request to complete these Checklists to direct suppliers around the world (Tier 1 suppliers) and increasingly to manufacturers supplying those suppliers (Tier 2 suppliers). In the reporting year Fujifilm Group companies received over 1,000 completed Checklists from suppliers for the first time covering over 1,500 sites. Fujifilm Group companies also have provided feedback sheets to each supplier after receipt of a completed Checklist which includes scores and comments on where improvements (if any) are necessary, including on human rights-related items. In cases where significant risk is identified, Fujifilm Group companies continue to conduct on-site CSR audits using expert teams from Fujifilm Group company production sites. Again, China and Vietnam were the main countries where issues arose with further risk assessment being required on 67 suppliers which resulted in carrying out on-site audits of 66 suppliers out of those 67. In addition to the on-site audits, interviews and other follow-up engagements were conducted with 85 suppliers where responses to the Checklist were deemed worthy of more detailed investigation. As a result of all these activities, improvements have been confirmed with suppliers in areas such as better management of overtime hours/prevention of continuous work shifts, improved labour/human rights management systems in relation to, amongst other things, discrimination and the health and safety of young workers, better management of chemicals and toxic substances and ensuring that suppliers have in place internal whistleblowing systems.

More online seminars on sustainable procurement explaining Fujifilm's requirements in this area were held for suppliers to Fujifilm in Japan in October and December 2024 with 112 and 120 suppliers respectively attending. In February 2025, an in-person seminar was held on the same subject at one of Fujifilm's major production sites in China, with a total of 16 contractors participating. Chinese suppliers remain a key focus area and strengthening engagement with suppliers is seen as critical. As part of this effort, in addition to providing improvement requests and advice in Chinese, Fujifilm Group appointed a local coordinator with expertise in sustainability and supplier engagement during the reporting year. This coordinator will promote cross-group company activities within China and establish a better system to conduct on-site supplier visits.

For products that we source ourselves and for services, all our suppliers receive a statement within their terms of business of our expectation that they, and their own supply chain, are free of slavery, servitude,

forced labour and human trafficking. The statement refers to confirmation that our suppliers are deemed to be giving if they continue to supply products and/or services to us.

TRAINING

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

FURTHER STEPS

To combat human rights risks within the supply chain, Fujifilm Group companies will continue to promote actions with the framework of ethical procurement. As mentioned earlier, to strengthen activities in China, the Fujifilm Group have assigned a dedicated coordinator who is well-versed in sustainability activities in China to promote ethical procurement. This includes enhancing supplier engagement (responding to inquiries, providing specific advice, and conducting briefing sessions for suppliers), as well as strengthening CSR efforts at all Fujifilm Group's manufacturing sites in China (such as preparing training programs for buyers). These activities have already commenced and a seminar for suppliers to all Fujifilm companies in China is now scheduled to be held in December 2025, which will be the Fujifilm Group's first-ever event covering suppliers to all of its Chinese manufacturing sites.

We have now adopted the new Fujifilm Europe Supplier Code of Conduct and a requirement for suppliers to comply with this Code of Conduct has been added to our new or renewed bespoke contracts with suppliers and also included in our standard terms and conditions of purchase. The Fujifilm Europe Supplier Code of Conduct is now incorporated into the New Vendor Evaluation and Supplier Re-Evaluation documentation and we also sent a copy of it to all of our existing high spend suppliers emphasising our expectations that they comply with it. We also include a link to it in our purchase order terms and conditions documentation.

Following a review of the effectiveness of the steps we have taken this year 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:

- 1) Continue to ensure new suppliers are briefed on what is required of them in order to comply with the Fujifilm Europe Supplier Code of Conduct and that they confirm their adherence in writing. This is completed by using the New Vendor Evaluation and Supplier Re-Evaluation documents.
- 2) To ensure existing professional service providers adhere to our requirement that there is no modern slavery or human trafficking and that they confirm that in writing. This is done by using the New Vendor Evaluation and Supplier Re-Evaluation documents. We also intend to introduce a third party supplier, to manage the monitoring and ensure compliance of this activity moving forward during the remainder of the current financial year.

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 Speciality Ink Systems Limited for the financial year ending 31 March 2025.

Signed by:

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Scott MacMillan
Chief Operating Officer/Managing Director
FUJIFILM Speciality Ink Systems Limited

Date: 10 September 2025

This statement was approved by the Board of Directors of FUJIFILM Speciality Ink Systems Limited on 10th September 2025.