

## JOINT MODERN SLAVERY STATEMENT

### INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER OF FUJIFILM HOLDINGS AUSTRALASIA PTY LTD AND FUJIFILM AUSTRALIA PTY LTD

The FUJIFILM Group's approach to corporate social responsibility is to contribute to the sustainable development of society by putting our corporate philosophy into practice through sincere and fair business activities.

We try not only to fulfill our economic and legal responsibilities, but also:

1. endeavor to understand local and global environmental and social issues and create value while addressing those issues through our business activities;
2. continue to evaluate the environmental and social impact of our business activities and strive to improve our performance while increasing our positive impact on society;
3. constantly reassess whether our activities are responding adequately to the demands and expectations of society through proactive engagement with our stakeholders; and
4. enhance corporate transparency by actively disclosing information.

We regard this Statement, our first Modern Slavery Statement under the Australian *Modern Slavery Act 2018*, to be an important step in the ongoing evolution of our attempts to fulfill our corporate social responsibilities.

### REPORTING AND OTHER ENTITIES COVERED BY THIS MODERN SLAVERY STATEMENT

This statement is made pursuant to section 14 of the *Modern Slavery Act 2018* and constitutes the Joint Modern Slavery Statement for FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd for the financial year ending 31 March 2020.

FUJIFILM Holdings Australasia Pty Ltd is an Australian incorporated company, which is the direct or ultimate holding company of the Australian and New Zealand FUJIFILM group companies referenced in the following two paragraphs. It is a non-operating company.

FUJIFILM Australia Pty Ltd is an Australian incorporated company and a wholly owned subsidiary of FUJIFILM Holdings Australasia Pty Ltd.

The other Australian and New Zealand companies within the FUJIFILM Group which are ultimately owned by FUJIFILM Holdings Australasia Pty Ltd comprise:

- Whitech Pty Limited;
- DS Chemport (Australia) Pty Ltd;
- Fuji Hunt Asian Pacific Holding Pty Ltd;
- FUJIFILM Holdings NZ Limited; and
- FUJIFILM NZ Limited.

### ORGANISATION STRUCTURE

FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd are part of the group of companies owned by FUJIFILM Corporation (the **FUJIFILM Group**). Our ultimate parent company is FUJIFILM Holdings Corporation. Both FUJIFILM Holdings Corporation and FUJIFILM Corporation have their head offices in Japan.

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.

Now, 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.

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. 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.

The FUJIFILM Group has approximately 74,000 employees worldwide and operates in most countries around the world.

The FUJIFILM Group has a global annual turnover of around AU\$30 billion.

#### **FUJIFILM AUSTRALIA PTY LTD BUSINESS**

FUJIFILM Australia Pty Ltd is a distributor of, and service provider in relation to, products in Australia for a range of industries including medical, graphic arts, recording media, optical, industrial and photographic technologies.

FUJIFILM Australia Pty Ltd's business is organised into five main business units:

1. Photo Imaging,
2. Electronic Imaging (digital cameras and lenses),
3. Graphic Systems,
4. Medical Systems and
5. Recording Media, Optical Devices and Industrial Products,

which supply FUJIFILM branded products and services in their respective sectors to the Australian market as distributor for the wider FUJIFILM Group.

The Photo Imaging Division supplies photo printing solutions including printer hardware, photo kiosks, software, photo paper, chemistry, ink consumables and product/system support together with consumer products such as the instax range of instant cameras, film and printers. The Electronic Imaging Division supplies digital cameras and lenses. The Graphics Systems Division supplies large format printers, plate, chemicals, ink consumables and product/system support. The Medical Division supplies x-ray imaging equipment, film, software solutions for image and information capture, reporting, retrieval and archiving and product/system support. The Recording Media, Optical Devices and Industrial Products Division supplies products including data storage media, lenses, binoculars and security cameras.

FUJIFILM Australia Pty Ltd's head office is located at Macquarie Park, Sydney, New South Wales. The NSW service centre is located at Brookvale, Sydney. Branch offices are located in Brisbane, Melbourne, Adelaide and Perth.

FUJIFILM Holdings Australasia Pty Ltd, DS Chemport (Australia) Pty Ltd, Fuji Hunt Asian Pacific Holding Pty Ltd and FUJIFILM Holdings NZ Limited do not have any employees or suppliers of their own.

#### **FUJIFILM NZ LIMITED BUSINESS**

FUJIFILM NZ Limited is also a distributor of, and service provider in relation to, products in New Zealand for a range of industries including medical, graphic arts, recording media and photographic technologies.

Like the FUJIFILM Australia Pty Ltd business, the FUJIFILM NZ Limited business is organised into five main business units namely Photo Imaging, Electronic Imaging, Graphic Systems, Medical Systems and Recording Media. These business units primarily supply FUJIFILM branded products and services in their respective sectors to the New Zealand market.

FUJIFILM NZ Limited's head office is located in Auckland, NZ.

FUJIFILM Holdings NZ Limited does not have any employees or suppliers.

## **OUR SUPPLY CHAINS**

Our product supply chains are dominated by products supplied by other FUJIFILM Group companies (mainly sourced from FUJIFILM Corporation), for onward sale to customers. Countries of manufacture are both local and international.

FUJIFILM Australia Pty Ltd also procures some products and services from third party suppliers from both overseas and domestic markets. These products and services are procured for either onward sale to our customers because they complement the supply of FUJIFILM branded products and services, or they are sourced for internal consumption.

Third party products include:

- a broad range of equipment including x-ray equipment, medical workstations and monitors, server hardware, printer equipment, digital signage screens;
- software products including for medical applications;
- consumables including paper, inks and chemistry;
- photo gifting products;
- accessories such as camera cases and bags.

Third party services include:

- technical services and support;
- helpdesk services;
- graphic design services for promotional material, product packaging;
- warehousing and freight services;
- a broad range of services for internal consumption.

Whitech Pty Ltd is a software developer. Whitech has a relatively small number of suppliers, mainly supplying:

- software development services;
- licensed content;
- cloud infrastructure; and,
- a broad range of services for internal consumption.

## **RISKS OF MODERN SLAVERY PRACTICES**

While the FUJIFILM Group does not directly cause or contribute to modern slavery practices, it recognises that there may be parts of our supply chains which might in some way be linked to modern slavery. It is possible that some of the substances and goods procured by the FUJIFILM Group could be high risk goods or be linked to high risk industries or the extraction and/or production of these goods could have taken place in high risk countries. These could include metals, chemicals, electronics and IT equipment such as computers, laptops and mobile phones.

A desktop risk based analysis has been undertaken to assess our exposure to modern slavery risks. This relied on research from a range of online sources including the US State Department's Country Reports

on Human Rights, the US Department of Labour's List of Goods Produced by Child Labour or Forced Labour, the ILO's country information and data, the Global Slavery Index, the Corporate Human Rights Benchmark, Know the Chain, and the Business and Human Rights Resource Centre.

As noted above, the vast majority of our products are sourced within the FUJIFILM Group and are assessed as very low risk.

The Group continues to improve its practices to combat any kind of slavery and human trafficking. All 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. These documents are available in 24 languages and have been (along with the FUJIFILM Group Human Rights Statement) disseminated to all FUJIFILM Group employees. A global e-learning programme "Best Practice: Code of Conduct 2019" was rolled out to all FUJIFILM Group staff during the year ended 31 March 2020.

The FUJIFILM Group Human Rights Statement applies to all personnel in the FUJIFILM Group. Further, 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. The FUJIFILM Group aims to develop together with its suppliers by encouraging them to take initiatives in CSR activities to spread such positive effects.

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.

## **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 reflect 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.

The development of our Charter for Corporate Behaviour and Code of Conduct were informed by the International Bill of Human Rights, the International Labour Organization's Core Labour Standards, the Ten Principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

As most of the products we sell are sourced from FUJIFILM Corporation, our commitment to human rights is reflected in the Group's adoption of the FUJIFILM Corporate Social Responsibility Procurement Guidelines for Suppliers ("**Supplier Guidelines**"). Further, as part of the FUJIFILM Group's commitment to the principles of acting ethically and with integrity, FUJIFILM Corporation has designed a Sustainable Procurement Promotion Program that covers dissemination of procurement-related policies (including the 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, which FUJIFILM Corporation request their suppliers to follow.

The Sustainable Procurement Promotion Program also includes risk assessments of suppliers in high risk areas, and, requests to suppliers to mitigate CSR risks, together with offers of support. The Program is run cyclically to check on suppliers to ensure compliance and that improvements have been made. This

Sustainable Procurement Promotion Program has also been adopted by certain FUJIFILM Group companies in other parts of Asia, Europe and North America and will continue to be introduced at other FUJIFILM Group companies.

## **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 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. 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.

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

The FUJIFILM Group promotes actions to ban slavery and human trafficking from its supply chains 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.

FUJIFILM Corporation 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. FUJIFILM Corporation continues to extend the requests to complete these Checklists to other suppliers in Japan, Europe and the USA. In cases where significant risk is identified, FUJIFILM Corporation conduct on-site CSR audits.

## **REMEDIATION**

If a FUJIFILM Group Company identifies any human rights risks, whether in its operations or supply chains, it is required to develop and implement preventive and mitigating measures.

## **ASSESSING THE EFFECTIVENESS OF STEPS TAKEN**

As noted above, all FUJIFILM Group companies are required to identify priority risk issues and to plan and execute measures to address those issues. Additionally, FUJIFILM Holdings Corporation conducts annual screening of priority risk issues. This includes human rights issues. Priority issues for the FUJIFILM Group as a whole, based on the review results for each FUJIFILM Group Company and the results of actions implemented, are reported to, and deliberated on by, the FUJIFILM Holdings Corporation's ESG Committee. These deliberations include the effectiveness of all the Group's risk mitigation strategies. That Committee then reports to the Board of Directors of FUJIFILM Holdings Corporation.

The FUJIFILM Group Charter for Corporate Behaviour, FUJIFILM Group Code of Conduct and FUJIFILM Group Human Rights Statement have been reviewed.

FUJIFILM Australia Pty Ltd has also commenced a review of its third party supply agreements to ensure they adequately address modern slavery risks.

## **CONSULTATION**

All companies within the FUJIFILM Group operate under the same policies, standards and procedures, this includes the reporting entities and entities covered by this Statement.

Further, Mr Yanase, the Chief Executive Officer of FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd, is on the boards of all the Australian and New Zealand subsidiaries of these companies.

These factors largely mitigate the need for additional formal consultation between these Group entities in Australia and New Zealand.

## **COVID-19**

The end date to which this report is prepared coincided with the beginning of the global COVID-19 pandemic. All FUJIFILM Group companies took immediate action to help prevent the spread of COVID-19 and to protect the safety and wellbeing of its staff and those of its suppliers and customers by reducing and/or eliminating the requirements for non-essential travel and/or face-to-face meetings. Staff around the world who could work from home were enabled and encouraged to do so during the crisis.

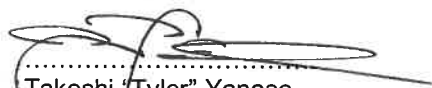
It is acknowledged that the COVID-19 pandemic may have impacted on some of the efforts to visit higher-risk supplier sites to audit their CSR status, but all other CSR activities continued unaffected in the current year.

## **FURTHER STEPS**

To combat human rights risks within their supply chains, all FUJIFILM Group companies will continue to promote actions with the framework of ethical procurement.

Following a review of the effectiveness of the steps FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following additional steps to combat slavery and human trafficking:

1. formal training on modern slavery for senior management, our risk and quality teams, and other staff involved in procurement; and
2. completion of the review of all policies, procedures and supply agreements to ensure they adequately address modern slavery risks, are current and meet international best practice.



Takeshi "Tyler" Yanase  
Chief Executive Officer and Director  
FUJIFILM Holdings Australasia Pty Ltd  
FUJIFILM Australia Pty Ltd

Date: 24 December, 2020

This statement was approved by the Boards of Directors of FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd on 24 December, 2020.