

Joint Entity **Modern Slavery** **Statement** 2023

FUJIFILM Australia and FUJIFILM Business Innovation Australia



This Statement comprises the Joint Modern Slavery Statement of FUJIFILM Australia, FUJIFILM Holdings Australasia Pty Ltd, FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Ltd, made pursuant to section 14 of the Modern Slavery Act 2018 (Cth), for the financial year ending 31 March 2023.

This Statement was approved by the Board of Directors of FUJIFILM Australia Pty Ltd and FUJIFILM Holdings Australasia Pty Ltd respectively on 8th October 2025.



Michio Kondo
CEO

This Statement was approved by the Board of Directors of FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Ltd on 22nd November 2024.



Yasuyuki Matsumoto
Managing Director



2023 Modern Slavery Statement

- FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd (together “FFAU”) join,
- FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Limited (together “FBAU”) (all entities ultimately owned by FUJIFILM Holdings Corporation in Japan)

as joint reporting entities (“we” or “our”) in Australia. We are committed to the highest standards of ethical behaviour and integrity in all actions we do in business, as well as our impact on the communities we touch around the globe.

In accordance with the Australian Modern Slavery Act 2018, this is our fourth Statement on the measures implemented within our businesses to assess and address modern slavery risks in our operations and supply chains.

Our ultimate parent company, FUJIFILM Holdings Corporation in Japan, has been a participant of the United Nations Global Compact (UNGC) since June 2020. FBAU’s Japan based parent, FUJIFILM Business Innovation Corp, has been a member of the UNGC since August 2002 and participant from 2010. The participation of FUJIFILM Holdings Corporation and FUJIFILM Business Innovation Corp in the UNGC cements their commitments individually, and through their subsidiary businesses, to support the UNGC’s ten principles to address human rights, labour rights, environmental initiatives and anti-corruption. FUJIFILM Holdings Corporation published the Fujifilm Group Human Rights Statement in June 2018 applicable to all personnel in the Fujifilm Group, and the related businesses in the UK. FUJIFILM UK Limited has published its UK Modern Slavery Statement in line with UK legislation since 2016 .

The Reporting Entities

A

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 this section (A).

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

FUJIFILM Holdings Australasia Pty Ltd is a wholly owned subsidiary of FUJIFILM Asia Pacific Pte Ltd (FFAP), a company incorporated in Singapore. FFAP is a wholly owned subsidiary of FUJIFILM Corporation (FTYO), a company incorporated in Japan. FTYO is a wholly owned subsidiary of FUJIFILM Holdings Corporation.

The other Australian and New Zealand companies which are subsidiaries of FUJIFILM Holdings Australasia Pty Ltd comprise:

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

FUJIFILM Australia Pty Ltd, DS Chemport (Australia) Pty Ltd and FUJIFILM NZ Limited are operating companies.

DS Chemport (Australia) Pty Ltd carries on a manufacturing business for FUJIFILM Australia Pty Ltd, but has no employees or suppliers of its own.

FUJIFILM Holdings Australasia Pty Ltd, Fuji Hunt Asian Pacific Holding Pty Ltd and FUJIFILM Holdings NZ Limited are non-operating companies and do not have any employees or suppliers of their own.

B

FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Limited are companies incorporated in Australia.

- FUJIFILM Business Innovation Australia Pty Ltd is wholly owned by FUJIFILM Business Innovation Asia Pacific Pte Ltd (FBAP), a company incorporated in Singapore.
- FUJIFILM Business Innovation Australia Pty Ltd is the parent company of FUJIFILM Upstream Solutions Pty and is the operational controlling company for FUJIFILM CSG Limited and FUJIFILM CodeBlue Australia.
- FUJIFILM CSG Limited, acquired in February 2020, is a wholly owned entity of FBAP.
- In turn, FBAP is a wholly owned entity of FUJIFILM Business Innovation Corp, a company incorporated in Japan.

FUJIFILM Holdings Corporation is the ultimate parent company of all Group companies and entities listed in Sections [A](#) and [B](#).



Corporate Values

Our corporate values state that an open, fair and clear corporate culture is the basis for all our activities.

Respect of human rights

We respect and do not infringe on the human rights guaranteed by the Universal Declaration of Human Rights and other international declarations, conventions, guidelines and applicable laws and regulations, as well as judicial precedents.

Respect and promotion of diversity

We will embrace diversity to generate new value and contribute to a richer society through respecting, accepting and being inspired by each employee's personality and individuality, unconstrained by differences in backgrounds or beliefs.

Prohibition of discrimination

We respect one another as individuals, and do not discriminate on the grounds of nationality, age, gender, sexual orientation or gender identity, race, ethnicity, religion, political opinions, ideologies, national or social origin, or disability, etc, nor do we base decisions regarding hiring, promotion or advancement, benefits, or educational opportunities on these factors.

Prohibition of bullying and harassment

We do not speak or act in ways that degrade individual dignity or that disadvantage or threaten individuals based on issues such as gender, authority or position (sexual harassment or power harassment), nor do we engage in any other form of bullying or harassment.

Protection of privacy

We do not share or disclose information relating to individuals' private lives gained in the workplace or in the course of our duties without the clear consent of the individual concerned. We will appropriately manage any personal data we receive in accordance with all applicable laws and regulations.

Promotion of work-life balance

We aim to support employees' high performance in the workplace and their personal circumstances and responsibilities. In order to do this, we will work together to pursue the professional development of ourselves, our colleagues, and the people with whom we interact in the course of our duties, while we respect individual needs and are understanding of personal circumstances, including family care responsibilities such as childcare and nursing care.

Prohibition of forced labour / child labour

We do not take part in any form of forced labour or child labour, including slave labour, bonded labour or human trafficking. We enable the free choice of employment through proper employment processes, and take required measures to prevent forced labour and child labour.

Promotion of occupational safety and health

We comply with applicable occupational health and safety laws and regulations, such as those designed to prevent workplace accidents. We will give due consideration to the physical and mental health of ourselves, our colleagues, and the people with whom we work, and aim to maintain and enhance safe, healthy and fit working environments.

Respect of labour rights

We respect and do not infringe on labour rights in accordance with local laws and established practices, including workers' rights to organize and bargain collectively.

Our commitment to conduct our business in accordance with these values is set out in our Corporate Philosophy, available via the following link:

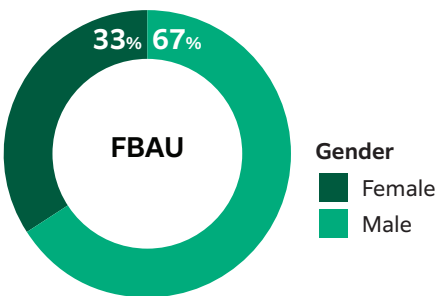
<https://holdings.fujifilm.com/en/about/philosophy> >

Business Divisions

FFAU, through its operating entities FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited	
Photo Imaging, Recording Media and Industrial Products	
Electronic Imaging and Optical Devices	
Graphic Systems	
Medical Systems	

FUJIFILM Business Innovation Australia and FUJIFILM CSG Limited (FBAU)	
Customer Support Organisation	Finance & Administration
Enterprise Document Solutions & Services	People & Culture
Sales	Marketing
Corporate Affairs	Solutions
Supply Chain	CodeBlue

Gender Diversity



Lines of business

FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited are distributors of Fujifilm manufactured products and services, and service providers in relation to Fujifilm products in Australia and NZ (respectively), for a range of industries including medical, graphic arts, recording media, optical, industrial and photographic technologies.

FBAU is also a distributor of Fujifilm manufactured products and services, delivering enterprise document solutions and services to all business sectors, ranging from government departments, large enterprises, healthcare services, to educational institutions. Through our portfolio of document technology, services, software and supplies, we provide essential back-office support that paves the way for customers to focus on their core business.

Together, our technology products and services aim to solve a wide range of common business challenges across multiple industries, and in many instances, transform work practices.

Core lines of business

FUJIFILM Australia Pty Ltd and FUJIFILM NZ Limited's core lines of business are explained below:

- The Photo Imaging, Recording Media and Industrial Product 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 division also supplies products including data storage media.
- The Electronic Imaging and Optical Devices division supplies digital cameras and lenses, binoculars and security cameras. In Australia, this Division also operates the Fujifilm House of Photography retail store in the Sydney CBD which sells Fujifilm branded digital cameras, lenses and binoculars and photo imaging products.
- The Graphics Systems division supplies large format printers, plate, chemicals, ink consumables, and product/system support. In Australia, this Division also operates a chemical manufacturing facility in Melbourne, Victoria.
- The Medical division supplies x-ray imaging equipment, film, software solutions for image and information capture, reporting, retrieval and archiving and product/system support.

FBAU, as a leader in Australia and around the globe for innovative print technologies and intelligent work solutions, focuses on:

- Office Products and Printers: Providing office equipment such as multifunction devices and printers as well as related solutions.
- Production Services: Providing digital printers and printing
- Solutions and Services: Providing document & IT services workflow solutions in the commercial printing segment – which include system integration, cloud services, focusing on graphic communications – from creating management of multifunction devices and Business Process content to processing delivery. Outsourcing of mission-critical processes – tailored to various industries or business processes to meet business challenges.



Structure, operations and supply chains and risk assessments

The FFAU and FBAU Product supply chain is controlled by other Fujifilm Group companies (operating from Japan, China, Korea, Vietnam and United States of America) and managed ultimately under the direction of FUJIFILM Holdings Corporation. The product supply chain includes raw material providers, electronic component manufacturers, transport and logistics providers, as well as our own Fujifilm manufacturing plants in those respective countries.

We are committed to ensuring there is no modern slavery or human trafficking in our product supply chain. FUJIFILM Holdings Corporation has implemented a human rights due diligence process in accordance with the procedures set out in the UN Guiding Principles on Human Rights covering all business activities in which it is involved. To facilitate that process, FUJIFILM Holdings Corporation referred to the requirements in the UN Guiding Principles Reporting Framework with Implementation Guidance. In the Fujifilm Group priority issues concerning human rights are escalated, along with the progress of preventative or mitigating measures, to the FUJIFILM Holdings Corporation's ESG Committee for their deliberation and subsequent reporting to the FUJIFILM Holdings Corporation's Board of Directors.

Our associated Group companies comply with the Fujifilm Group Charter for Corporate Behaviour, Fujifilm Group Code of Conduct, Fujifilm Group Global Healthcare Code of Conduct (for companies involved in the healthcare sector), and Fujifilm Group Human Rights Statement which reflect our commitment to acting ethically and with integrity in all our business relationships.

We recognise the **ILO publication dated Sept 2022**, regarding Global Estimates of Modern Slavery. We recognise that it is estimated that some 49.6 million people are estimated to be in modern slavery on any given day, either through forced labour or forced marriage. Further it is estimated that the Asia and Pacific regions are host to half of this global total and it is stated that forced labour is an

issue regardless of a country's wealth.

In speaking to this topic, as a corporate entity we do not have a direct influence on cases of forced marriage. However, the philosophy adopted by the Fujifilm Group of companies in developing a Diversity and Inclusion programme at work is the seed to enable any employee, of any gender, or any age or identity or nationality, to empower them with strength and resilience and provide them with a safe harbour to respectfully make their own life choices.

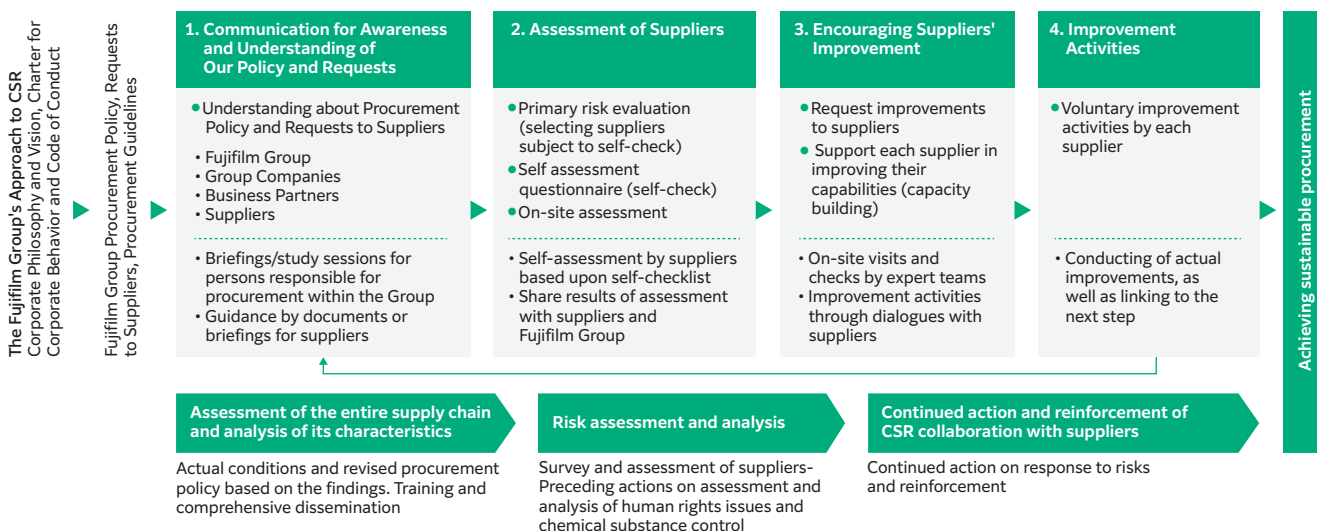
At FBAU, our Diversity and Inclusion committee has nurtured employee resource groups to strive for better opportunities in the areas of self, people leadership and workplace initiatives. We have empowered employees who share common concerns that help to promote a more inclusive and respectful workplace through the opportunity to network, tackle discrimination, discuss common issues and concerns, receive support from those with similar backgrounds, interests or experiences, and wherever possible drive tangible action for change.

Our list of employee resource groups include: our "Elevate" group for Women in the Workplace, "First Nations" group for Indigenous participation, "Pride" group for LGBTQIA+ communities, and our "Community Champions" for social impact in the areas we operate in.

We have a sincere hope that fostering a more diverse and inclusive workplace, promotes change for self-identity, empowerment and education to those who are, or know of those who are impacted, by forced actions.

Corporate Social Responsibility (CSR) is an important measure of our Fujifilm Group companies' corporate values. The Fujifilm Group of companies recognises the importance of ensuring governance in our supply chain practice and operations. Our CSR actions are lead indicators on our efforts to tackle and resolve social issues in the countries we operate from.

Fujifilm Group Ethical Procurement Promotion Program



- Within this structure and governance for the manufacturing of our products, we assess the risk of modern slavery to be low, but we continue to recognise that any organisation can be vulnerable without continued focus on compliance and governance on a continuing basis. Our reasoning is explained under the section Actions which speaks to our Ethical Procurement activities undertaken in the countries we operate from.
- We also invite third party assessment on our supply chain practice. For example, our headquarters in Japan continues to participate in an annual assessment with EcoVadis, (a global provider of sustainability ratings for global supply chain organisations, covering key criteria including environment, labour and human rights, ethics and sustainable procurement) with our most recent scorecard of a platinum rating (given to the top 1% of companies) published in Sept 2023.

As a member of the Responsible Business Alliance (RBA), in China and Asia, our internal teams conduct onsite visits for high risk suppliers and check for our suppliers sustainability activities, as well as promoting improvement activities where applicable. Separately our suppliers are asked to self-check in line with the RBA self-assessment audit, which includes human rights, labour, environment, and health and safety elements. In the period of the last report, 774 suppliers from a total of 1262 responded to the self-assessment audits.

In March 2022, the newly revised and renamed Fujifilm Group Sustainable Procurement Guidelines for Suppliers was implemented by FUJIFILM Holdings Corporation. This Sustainable Procurement Promotion Program has been adopted by Fujifilm Group companies in Japan (including FUJIFILM Corporation) and certain Fujifilm Group companies in other parts of Asia, in Europe and in North America.

Our Distribution supply chain consists of transport and logistics providers from points of origin to destination, via road, sea or air freight, and ultimately to our customers operational locations.

- Our service providers in this part of the supply chain encompass international and Australian businesses whose employees have qualifications and skills that are unlikely to be exploited through forced labour. We assess the risk of modern slavery in this part of the supply chain to be low, but we recognise that we need to be vigilant and continue the dialogue and education of modern slavery risks and compliance with all safe work practices with our service providers.
- Our Group companies continue to only utilise service providers who are signatories to the "Neptune Declaration on Seafarer Wellbeing and Crew Change".

Our **Solutions, Services and Re-sale** supply chains include, in the vast majority, Australian based third party suppliers of products and services for our medical, photo imaging, graphics, document related services & IT related services for re-sale, as well as consumption of products and services to operate our business on a day to day basis. These may include:



- Our service providers in this section of the supply chain
- In addition, we reflect on our own internal organisation are, in the vast majority, Australian based businesses. procedures and continue to be audited for our Continuing on from our last Statement, we have focussed management standards and protocols for ISO 9001 and on assessing and communicating with providers operating

ISO 14001 and in respect of FBAU ISO 27001 certification. in high risk industries or countries assessed as high risk to Additionally, within FBAU operations, we have enlisted a Self-Assessment of our management controls to the topics of labour standards, health and safety, environment and business ethics utilising Sedex (a world leading ethical trade membership organisation).

Actions

The Fujifilm Group Charter for Corporate Behaviour, Fujifilm Group Code of Conduct, and Fujifilm Group Human Rights Statement are applicable to all personnel of the Fujifilm Group of companies. The Fujifilm Group Global Healthcare Code of Conduct is applicable to all personnel involved in the healthcare sector.

International guidelines and other references used in creating the Charter for Corporate Behaviour and Code of Conduct include:

- International Bill of Human Rights
- ILO (International Labour Organization) Core Labour Standards
- The Ten Principles of the UNGC
- United Nations Guiding Principles on Business and Human Rights
- ISO 26000 Guidance on social responsibility
- Children's Rights and Business Principles
- United Nations Convention against Corruption
- Sustainable Development Goals (SDGs)
- Responsible Care Global Charter
- Paris Agreement
- The OECD Guidelines for Multinational Enterprises
- Responsible Business Alliance Code of Conduct
- Keidanren (Japan Business Federation) 2017 Charter of Corporate Behaviour

Membership of the Responsible Business Alliance and educating direct suppliers

FUJIFILM Business Innovation Corp has been leading promotion of ethical procurement in the Group since 2007. The company has an overseas production rate as high as 90% and belongs to the electrical and electronic industry, where demand for socially responsible management has been strong since its earliest days. Through our procurement scheme, FUJIFILM Business Innovation Corp: (1) adopts the international ethical procurement standards required by the Responsible Business Alliance (RBA), which includes many other leading electrical and electronic industry participants as members; (2) offers direct suppliers the expertise gained by Fujifilm Business Innovation and FUJIFILM Manufacturing Shenzhen Corp. (a major FUJIFILM Business Innovation Corp production site); and (3) makes and distributes management tools (management guidelines and self-checklists) to our direct suppliers. Utilizing these management tools, suppliers have become able to check their own procurement soundness and establish improvement plans by themselves. Also, running the Plan, Do, Check, Act cycle for procurement every year ensures steady improvements. FUJIFILM Business Innovation Corp



requires all of its suppliers to conform to 90% or more of the "very important" items in the CSR Self-Checklist. Currently, the average conformance rate remains around 90% and since FY2015 FUJIFILM Manufacturing Shenzhen Corp. has been free from any production line stoppages caused by CSR risks in its suppliers. Going back further, FUJIFILM Business Innovation Corp began requests to some of its suppliers to conduct self-assessment from the CSR viewpoint in 2009, in addition to conventional communications concerning the chemical substances contained in products. This self-assessment has been expanded to other suppliers and now covers 80% of each business division's procurement.

Ethical procurement practice across the Fujifilm Group

In FY2018 we extended the procurement management that FUJIFILM Business Innovation Corp had developed to Fujifilm's production subsidiaries in order to reinforce and deepen the procurement policy across the Fujifilm Group. As the first site to introduce this scheme, we appointed FUJIFILM Imaging Devices (Suzhou) Co., Ltd., Fujifilm's major production site for digital cameras and instant camera systems, for which customers have been increasingly demanding CSR management over suppliers in recent years. The procurement management has already started in cooperation with FUJIFILM Manufacturing Shenzhen Corp., which has knowhow in assessment and improvement support in China. We continue to reinforce our CSR management across the supply chain by sharing knowhow within the Group.

As reported in our second Statement, the Fujifilm Group adopted two important new policies enhancing our measures in the field of human rights. Firstly, the Fujifilm Group Global Healthcare Code of Conduct, recognising our increasing business in healthcare, was issued and training provided to all Fujifilm Group employees involved in the healthcare business around the world. In addition, the Fujifilm Group AI Policy established 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.

Background for Implementing Ethical Procurement

It is often said that in areas of Asia where production bases are concentrated, on-site labour issues and insufficient environmental measures tend to result in such problems as labour disputes and factory fires. Not being immune to this rule, FUJIFILM Manufacturing Shenzhen has faced issues regarding stable operation and supply, including suspension of the company's production line due to delayed delivery of components, which was caused by suppliers' CSR risks (regarding labour affairs, human rights, the environment and corporate ethics). To help minimize these risks, the company has been implementing measures for ethical procurement since 2007.

At present, for Fujifilm Business Innovation, we assemble multifunction devices and printers, which are our mainstay products, primarily at our factories in China and Vietnam. Accordingly, we attribute importance to enhancing the foundation of CSR management with considerations toward the environment, corporate ethics, and human rights etc. across the supply chain, particularly in China and Vietnam.

To foster ethical procurement in the countries we manufacture our products from, Fujifilm Business Innovation (1) notifies its procurement policies to suppliers

(including the code of conduct for suppliers and the CSR management guidelines); (2) assesses suppliers' CSR risks; and (3) asks suppliers with high CSR risks (for the environment, human rights and labour, and corporate ethics) to make improvements and then supports the improvement activities.

As a result of asking suppliers to make continuous improvements to their CSR management (to give more consideration to labour affairs, human rights, environment and corporate ethics) every year through our ethical procurement activity, the number of production line stops caused by suppliers' CSR risks was reduced to zero in fiscal 2015. In addition, FUJIFILM Business Innovation Hai Phong (Vietnam) has since fiscal 2016 continued operating with zero line stops attributable to ethical risks.

Through the application of our Group's CSR commitment, we will continue to enhance our activities to minimize suppliers' CSR management-related risks at other production sites to consistently realize zero line stops and achieve coexistence and co-prosperity with suppliers. Through these activities, we will contribute to solving issues related to the environment, human rights and labour and corporate ethics in the regions where we operate and across our supply chain toward the creation of a society where people can live safely and enjoy decent work.



Summary and progress of actions from the last report in relation to FBAU

What we said we had in place, or enabled or would act towards, in the last report?	How did we go?	Next steps
<p>Our Human Resource / People and Culture group ensure compliance with all relevant Australian labour laws, recruitment and payrolling processes.</p> <p>The Fujifilm corporate direction of the Charter for Corporate Behaviour, Code of Conduct and Human Rights Statement outlines our ongoing commitment and is implemented via our HR policies and procedures.</p>	<p>Examples of named policies include Personal Records and Privacy, Flexible Workplace, Prevention of Harassment and Bullying, Confidential Information and Property Rights, Leave Management and Work, Health & Safety, Gender Equality and Equal Opportunity</p>	<p>Continue as an ongoing practice with policies and re-assess specific policies as required.</p>
<p>Specific training in conscious and unconscious bias has continued as a focus for recruiters and hiring managers for purposes of non-discrimination.</p>	<p>All hiring adverts are screened against bias prior to publishing.</p>	<p>Continue as an ongoing practice for all people leaders.</p>
<p>Continue with our Diversity and Inclusion programmes, together with a commitment from the executive to support and implement a Reconciliation Action Plan (RAP). These programmes aim to promote and educate our wider ecosystem of employees, stakeholders, suppliers and community.</p> <p>Expand the Diversity and Inclusion programme committee to broaden their reach and target: (a) 50% females as new hires by 2023; and (b) 30% of females in senior leadership by 2025.</p> <p>Continue to develop our "Reflect" RAP and implement an action group to drive the initiatives.</p>	<p>We did not achieve our target of 50%,but were able to achieve 40% female hiring rate for new hires since our last report.</p> <p>Our percentage of females in senior leadership positions continues at 14%.</p> <p>Our Women in Workplace employee resource group named Elevate through various programs and tools aims to create a connected community for the women in our workplace.</p> <p>Our Procurement Policy specific to FBAU has a publicly issued statement for opportunities for Social Enterprise businesses.</p>	<p>We will continue to aim for our targets: (a) 50% females as new hires for the 2023/24 period, and (b) 30% of females in senior leadership by 2025.</p> <p>Continue to support the Elevate group in encouraging a supportive and connected workplace for women and influencing positive change to share and champion women's causes in our workplace.</p> <p>Meet the actions of our RAP as outlined for the 2023 period.</p>
<p>Our use of labour hire companies is restricted to panel suppliers who are engaged via Fujifilm's own terms and conditions, inclusive of abiding with all local laws and regulations as well as auditing rights against such services.</p> <p>We have further enhanced this process by ensuring any labour hire companies selected are members of RCSA or AHRI to ensure they comply to an industry code of conduct.</p>	<p>Continue as an ongoing practice.</p>	<p>Continue as an ongoing practice.</p>
<p>Whistleblowing Process: We have two avenues to provide a whistleblowing service (an internal service as well as a third party service) for both our own staff as well as external parties to safely and securely communicate concerns in an anonymous format should they wish to do so.</p> <p>We have further enhanced this process by updating and publishing the Policy and Procedure to our public facing website, allowing our suppliers, customers and other interested parties to easily access the service including protections available to disclosers.</p>	<p>Continue as an ongoing practice.</p>	<p>Continue as an ongoing practice.</p>

What we said we had in place, or enabled or would act towards, in the last report?	How did we go?	Next steps
<p>We commenced review of our own payment terms with small to medium suppliers to ensure that we do not inadvertently or indirectly create a risk of modern slavery in our supply chain.</p> <p>Our continued review of payment terms, especially to small to medium businesses (SMB), shows that 65% of the total value of SMB invoices are paid within 21 days rising to 78% of the SMB total value paid within 30 days and 9% of the SMB value paid within 40 days.</p>	<p>The June 2023 reporting period indicated we had incrementally improved by 8% for 30 day payment terms to SMB from the last statement, but just missed our target of 85% SMB payments 30 days.</p> <p>66% of the total value of SMB invoices were paid within 20 days rising to 84% of the SMB total value paid within 30 days and 93% of the SMB value of invoices paid within 40 days.</p>	<p>On an ongoing basis, aim to improve bottlenecks with the payment process that may lead to inadvertent risks in our supply chain and target 85% of the value of SMB invoices to be paid within 30 days.</p>
<p>We have undertaken training of procurement staff who interact directly with our supply chain on the Modern Slavery Act. We will progress this training and roll-out to all staff-members within the organisation.</p>	<p>Our onboarding for new employees includes human rights and modern slavery training material and our refresher training includes the company Code of Conduct training inclusive of Human rights as a topic.</p>	<p>Our plan is to use the CENTRL platform and share a training video when our suppliers undertake their modern slavery assessments.</p>
<p>All new suppliers are asked to confirm their compliance and acceptance of the Supplier Code of Conduct which is based on the ten principles of the UNGC, as well as containing references to the Australian Modern Slavery Act 2018.</p>	<p>All suppliers prior to being onboarded continue to undergo this process.</p> <p>Our planning for incorporating compliance programmes on a new platform was implemented in early 2023. We not only asked for re-confirmation of compliance and acceptance of the Supplier Code of Conduct for new suppliers, but also all of our existing suppliers by inviting our suppliers to transact via the SAP Ariba Business network platform..</p>	<p>Continue the process as ongoing practice</p>
<p>We wanted to launch a platform based modern slavery assessment, however were delayed in launching until after the reporting period for this statement had ended. We had continued to use a manual targeted assessment for vendors that were deemed to be in a high risk category.</p>	<p>Our assessments when issued manually continue to be poorly responded to. Our focus is on the continued education of the topic to ensure the right contacts from our supplier base are responding to our assessments. The education piece is paramount due to the poor level of granularity in responses.</p>	<p>Continue as an ongoing practice, until we leverage a technology platforms and extend our assessment to existing and new suppliers.</p>
<p>Within this reporting period, we have undertaken the following steps: (A) in phases and we will undertake further steps; and (B) on an ongoing basis:</p> <ul style="list-style-type: none"> • A: Assessing the risks of different industries providing goods and services in the supply chain • A: Mapping the supply chain in phases • A: Assessing locations of major service providers • A: Identifying high risk countries in the production of goods and services in the supply chain • A & B: Performing due diligence with targeted assessments in phases • B: Implement education and training to key suppliers and service provider channels. 	<p>Our phased approach continues in our fourth year with assessing the risks of different industries.</p> <p>Given we manufacture our own core products, our supply chain tiers that complement our sale of products to customers is predominately vertical in nature, as the industry or services are complementary to our core product sets. We will continue to map our supply chain tiers in our core verticals.</p> <p>For the consumption and day to day operations of our business, mapping our supply chain in full continues as a phased approach with priority on our Tier 1 suppliers.</p> <p>Our supplier performance management framework for our Tier 1 suppliers includes regular discussion points on modern slavery risks.</p>	<p>Continue as an ongoing practice.</p>

Summary and progress of actions from the last report in relation to FFAU

What we said we had in place, or enabled or would act towards, in the last report.	How did we go?	Next steps
<p>Our Human Resources group ensure compliance with all relevant Australian labour laws, recruitment and payrolling processes.</p> <p>The Fujifilm Charter for Corporate Behaviour, Code of Conduct and Human Rights Statement outline our ongoing commitments and are implemented via our HR policies and procedures.</p> <p>Examples of named policies include Diversity and Inclusion Policy; Privacy Act Compliance Policy; our various Leave Policies; Bullying Harassment, Anti-Discrimination and Equal Opportunity Policy; and Work Health and Safety Policy.</p>	<p>We implemented an Employee Privacy Policy in June 2023. Continue with policies and re-assess specific policies as required.</p>	<p>Continue with policies and re-assess specific policies as required.</p>
<p>Whistleblowing Process: We have three reporting levels available – local, regional and global. Our Whistleblowing Process facilitates the making of reports by our own staff as well as external parties safely and securely including anonymously should they wish to do so.</p> <p>The Policy and Procedure is published on our corporate website, allowing our suppliers, customers and other interested parties to easily access the service including protections available to disclosers.</p>	<p>Continue as an ongoing practice.</p>	<p>Continue as an ongoing practice.</p>
<p>We have undertaken formal training of our senior management, risk and quality teams and other staff involved in procurement on the Modern Slavery Act.</p> <p>We have uploaded the modern slavery training presentation to our company's document management system which is available to all employees</p> <p>Our plan is to incorporate the training into our onboarding process for all new employees and to include appropriate training materials when our suppliers undertake their modern slavery assessments.</p>	<p>We incorporated training on Modern Slavery into our new employee induction presentation which we have continued to present on a face-to-face basis.</p> <p>We have not yet launched training for suppliers in conjunction with completion of modern slavery assessments..</p>	<p>Following the end of this reporting period, we commenced using a platform based modern slavery assessment using a third party, CENTRL. The assessment includes training materials for suppliers.</p>
<p>Completion of the review of all policies, procedures and supply agreements to ensure that they adequately address modern slavery risks, are current and meet international best practice.</p> <p>We have published on our corporate website information for our suppliers including our Procurement Policy which incorporates the Fujifilm Group Charter for Corporate Behaviour, Fujifilm Group Code of Conduct, and Fujifilm Group Human Rights Statement.</p> <p>We have updated our purchase order terms and conditions (available on our corporate website) and standard procurement agreement for goods and services, to incorporate modern slavery provisions.</p>	<p>Continue as an ongoing practice.</p>	<p>Continue as an ongoing practice.</p>

What we said we had in place, or enabled or would act towards, in the last report.	How did we go?	Next steps
We wanted to launch a platform based modern slavery assessment, however were delayed in launching until after the reporting period for this statement had ended.	Our engagement with CENTRL, the managed service program provider, was delayed until after the end of this reporting period.	We will engage with CENTRL, the managed service program provider, which will issue modern slavery questionnaires to suppliers, follow-up suppliers which do not respond or inadequately respond to questionnaires, score responses, provide risk assessments and educate suppliers about the topic.



Summary of actions for this report and future actions

1 The philosophy as reported in our previous Statements continues to apply. Our principles of remedying and eliminating modern slavery risks aim firstly at informing and educating our wider ecosystem of employees, stakeholders, suppliers and the immediate communities in which we operate about these risks.

- We will continue to create and promote a dialogue about modern slavery through our business operations and will seek to incrementally do more each year to address, continue to minimise and eventually lead to eradication of the risk of modern slavery in our product supply chain.

2 Fujifilm does not tolerate modern slavery risks in our organisation or in our supply chains.

- We will, at least initially, seek to remedy instances of risks identified in our supply chains instead of terminating arrangements. We believe terminating the supply without a course of remedy might only hide the problem and do nothing to resolve the root cause.

3 Fujifilm requires that our suppliers adopt the same standards that we adhere to. Through FBAU's supplier onboarding process, FBAU team members responsible for procurement are trained to consider potential risks of modern slavery.

- All new suppliers are asked to confirm their compliance with and acceptance of the Supplier Code of Conduct which is based on the ten principles of the UNGC, and which incorporates references to the Australian Modern Slavery Act 2018.
- We include an auditing right within our supply agreements as relevant to the products and services being consumed or re-sold.
- We include as a standard clause in our supply agreements a requirement for compliance with all local laws and regulations, including, where applicable, an obligation to ensure compliance with all such laws by the supplier's own sub-contractors and suppliers.
- In our requests for tenders, we include criteria on mapping the supply chain of the required product or service.
- In our supplier relationship management framework, we will include, as a standing topic, discussion points on modern slavery in our supply chains, including early indicators of modern slavery risks.





4 Fujifilm has developed a remediation plan should a modern slavery risk be suspected based on a hub and spoke model of the supply chain map.

- The plan addresses actions based on immediate and direct access to a risk suspected in a hub of the supply chain, as well as actions should the suspected risk be identified in a spoke of the supply chain.
- Fujifilm will work directly with the supplier should a risk be converted from “suspected” to “identified” to further investigate and understand the root cause of such a risk and prepare countermeasures to address the risk and remediate any incidents. Fujifilm will implement confidentiality as required or appropriate to ensure no further harm to the person(s) suffering or impacted as a result of any incident.
- Should the suspected risk be further down the spoke of our supply chain, Fujifilm will work with the immediate direct supplier that is impacted and their direct suppliers to investigate the risk and enable countermeasures should the risk be identified and, when appropriate, to remediate an incident.
- As investigations take time, especially in a suspected spoke risk, it may be prudent to maintain confidentiality to protect persons who are impacted by the harm.

- Investment by the relevant Board will be sought to investigate suspected risks should the risk be in a different country to our operations.
- Investment by the relevant Board to provide a remedy would be sought should an incident be identified in a hub or spoke of our supply chain.
- Investigations may also include involvement of local NGO's in-situ to the country of risk, as well as investigation of common customers or clients who share the same risk, and, as the case may be, involvement of local authorities.

5 As we become more aware of newer technology platforms for auditing, reporting and assessment of suppliers, we will continue to assess the effectiveness of such platforms and build the business case where appropriate for adoption.

Assessment of Effectiveness

Fujifilm re-iterates that as an outcome of our actions leading towards our fourth Modern Slavery Statement, the education, communication and knowledge of the Modern Slavery Act 2018 (Cth) will continue to be schooled progressively across our supplier chain base.

Within this reporting period, we again assess that cascading this knowledge has been welcomed by many in our supplier base, whilst we continue to understand that others in the supplier base have not yet had the opportunity to invest in the necessary actions themselves. We understand from responses received that many businesses, especially due to the prior impact of COVID-19, have not yet been able to prioritise action plans for modern slavery risks.

We will continue additional actions in high risk industries, such as ensuring our sea-freight is utilised only by signatories to the Neptune Declaration on Seafarer Wellbeing and Crew Change, and ensuring that our payment to suppliers is timely and not creating any inherent risks.

FBAU have standardised our supplier onboarding assessments for early identification of products and services from high risk countries or industries. Akin to our report from the last Statement, from our understanding of the supplier onboarding process, our own suppliers have themselves not always implemented a robust mapping of their supply chains. This is an action that needs to be driven by more than just Fujifilm as a corporate entity. We have investigated the use of a technology platforms that can assist this process and have launched it shortly after this reporting period had ended. We also continue to work with existing platforms for ethical trade organisations, such as Ecovadis and the Responsible Business Alliance, to enable and improve the robustness of our onboarding processes as well as re-visit existing suppliers to enable a greater level of granularity.

- The Fujifilm Group is committed to tackling and resolving social issues such as forced labour. In the countries we manufacture in, the Fujifilm Group has implemented robust governance and supply chain practices to remove such labour vulnerabilities for the products we manufacture. We are committed to educating and assisting our direct suppliers in these countries with their own actions.

We have not identified any modern slavery incidents, nor have we targeted any suppliers for corrective actions, but we are conscious that in this Statement, like most other companies, we have again only scraped the surface of the many hubs and spokes, or point-to-point frameworks, in our supply chain ecosystem.

Our focus is to continue measures that can educate the entire supplier chain ecosystem on this important risk.

To enable a better understanding of the deeper risks involved in our supply chain tiers, FBAU and FFAU will engage with CENTRL as a platform to build actions to assess and map our local and global supply chains.

Our plan is to utilise the CENTRL platform for automation of assessments within the next reporting period. Our use of the platform will enable dashboards to highlight risk areas, either potential or new, as well as focus resources on addressing corrective measures should lead or lag indicators highlight concerns. We know that our incremental actions, year on year, will support the overall ecosystem of our customers, suppliers, stakeholders and community.

FBAU have ensured all our suppliers onboarded in 2023 have committed to our Supplier Code of Conduct. This is a continuation of a process established in 2015 then reliant and referencing the ten principles of the UNGC, but now updated with references to the Australian Modern Slavery Act 2018. FFAU is currently working on the strengthening of its supplier onboarding processes.

The ESG Committee of FUJIFILM Holding Corporation regularly reviews the Group's ESG performance, including the effectiveness of all the Group's ESG risk mitigation strategies, which, in turn, includes all the work done to assess and address modern slavery risks in our operations and supply chains.

Within the Fujifilm Group of companies, we also participate in internal and external audits and reporting on our processes and engagement for a sustainable future.

Consultation with Internal and External Bodies

Fujifilm's approach to sustainable supplier management is informed by the ten principles of the UNGC, to which FUJIFILM Business Innovation Corp has been a signatory since 2002, and a participant since 2010. FUJIFILM Holding Corporation has been a participant of the UNGC since June 2020.

FUJIFILM Holding Corporation has been in collaboration with the UNGC local network in Japan by participating in the Human Rights Due Diligence Group, Supply Chain Working Group and Human Rights Education Working Group. FUJIFILM Holding Corporation also participates in the Stakeholder Engagement Program organised by the Nippon CSR Consortium, the secretariat of which is the Caux Round Table Japan.

FBAU continues to participate in GCNA workshops and forums in Australia, including participation in the Modern Slavery COP (Community of Practice). The GCNA is the Australian local network of the UNGC. We encourage organisations to join, participate and align their business practices in accordance with the UNGC's ten principles.



We remain committed to collaborating with supplier industry bodies and utilising university led research on sustainable procurement that cascade and share actions of peer participants in tackling modern slavery as a whole. We have observed more organisations building technology platforms in readiness to help companies address their actions for modern slavery. We will continue to consult internally and externally on the opportunities for such platforms within our overall Group of companies, as there is no single technology panacea at this present day.

Additionally, we continue engagement with ethical trade membership organisations such as EcoVadis and Sedex. Through these audit self-assessments, we continue to find incremental operational improvements to our overall business.

FUJIFILM Holdings Corporation, as our ultimate parent company, has set our Group companies' vision for a medium term plan (VISION 2023) and long term plan (Sustainable Value Plan 2030). A key vision is to achieve by 2030 resolution of social issues through business activities, namely the priority areas of impact to our Environment, contributing to a Healthy society, contributing to a safe and secure Daily Life and Work Style that increases productivity and inspires creativity. Our plans and actions in such topics as modern slavery is a result of the vision from our corporate headquarters translating to outcomes. Here is a link to FUJIFILM Holdings Corporation's Sustainability Report for 2023: https://www.fujifilm.com/files-holdings/en/sustainability/report/2023/sustainabilityreport2023_en.pdf

Boards of Directors of both FFAU and FBAU have reviewed and approved this Joint Modern Slavery Statement 2023.

FUJIFILM Business Innovation Asia Pacific Pte Ltd, as the higher entity of FBAU, has also reviewed and approved this Joint Modern Slavery Statement 2023.

The FFAU reporting entities and their subsidiaries covered by this Statement operate under the same policies, standards and procedures. Further, Mr Matoba, the Chief Executive Officer of FUJIFILM Holdings Australasia Pty Ltd and FUJIFILM Australia Pty Ltd, is on the Boards of all of the Australian and NZ subsidiaries of these companies. These factors largely mitigate the need for additional formal consultation between these Group entities in Australia and NZ.



This Statement comprises the Joint Modern Slavery Statement of FBAU and FFAU, made pursuant to section 14 of the **Modern Slavery Act 2018** (Cth), for the financial year ending 31 March 2023. This Statement was approved by each of our Board of Directors respectively.

Our next report will be for the financial year ending 31 March 2024. We will continue to evaluate the effectiveness of the actions and procedures we take each year to continuously improve the outcomes for people worldwide impacted by modern slavery. Our aim in discovering risks in our supply chains is to eliminate such practices and provide a course of remedy. Future Statements will include progressive updates on our actions and procedures.

Company Directory

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Whistleblowing Service	Whistleblowing Service
https://www.fujifilm.com/fbau/en/FUJIFILM-Whistleblower-Policy	https://www.fujifilm.com/au/en/whistleblower-policy
Refer to section 5.6 on Disclosure Contacts	Refer to Section 9 on Disclosure contacts

Fujifilm Group Sustainable Value Plan 2030
<https://holdings.fujifilm.com/en/sustainability/plan/svp2030>

Important links to information local and worldwide:

Australian Modern Slavery Act
<https://www.legislation.gov.au/Details/C2018A00153>

Australian Modern Slavery Statement Register
<https://modernslaveryregister.gov.au/>

Global Slavery Index
<https://www.globalsslaveryindex.org/>

UDHR – Universal Declaration of Human Rights
<https://www.un.org/en/universal-declaration-human-rights/>

OECD Responsible Business Conduct guidelines
<https://mneguidelines.oecd.org/guidelines/>

ILO Declaration on Fundamental Principles and Rights at Work
<https://www.ilo.org/declaration/lang--en/index.htm>

ILO 2022 Report - Global Estimates of Modern Slavery
https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_855019/lang--en/index.htm

Interested in joining the United Nations Global Compact Australia network; visit
<https://www.unglobalcompact.org/engage-locally/oceania/australia> and take action.



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