

**Annex I**

**CODE OF CONDUCT FOR SUPPLIERS AND SUBCONTRACTORS**

FUJIFILM, as a socially responsible organization, has introduced a protocol of Corporate Behaviour and Code of Conduct that defines the basic requirements required and aims to ensure the same responsibility by business partners towards conduct and the environment, underlining the conviction that compliance is more than "simply not breaking the law", but that it includes "acting correctly in the light of common sense and ethics".

The Supplier hereby assumes:

Legal compliance by complying with all laws of the applicable legal system(s)

- Bribery: Not to tolerate or participate in any form of corruption or bribery, including payment or otherwise conferring benefits on any employee, for the purpose of influencing decision making in violation of the law.

- Respect for the basic human rights of workers: promote equal opportunities for and in the treatment of its workers (regardless of ethnicity, race, social strata, disabilities, sexual orientation, political or religious beliefs, gender), respect the personal dignity, privacy and rights of each individual; not employ any person against their own will; not tolerate any unacceptable treatment of workers, such as, sexual harassment or discrimination; prohibit behaviour, including gestures, language or physical contact, which is considered sexual, coercive, threatening, abusive or exploitative; guarantee payment of the applicable national minimum wage; not require the observance of a maximum number of working hours which exceeds that laid down in the applicable laws; recognise, to the extent legally imposed, the right of free association of workers and not favour or discriminate against members of workers' organisations or trade unions.

- Child Labour: To respect the prohibition of child labour and not employ workers under the legal minimum age.

- Occupational Health and Safety: Comply with occupational health and safety standards as legally required; control risks and take reasonably possible precautions against accidents and occupational diseases; provide training (namely in matters concerning health and safety) as legally required; implement or use a reasonable occupational health and safety management system.

- Environmental Protection: To act in accordance with legal standards, relating to environmental protection; to minimise environmental pollution and to make continuous improvements in environmental protection; where required by applicable law; to implement or use a reasonable environmental management system.

- Supply Chain: Make reasonable efforts to promote compliance with this Code of Conduct among your business partners; comply with the principles of non-discrimination regarding the selection and treatment of business partners.