Data and Information

This section contains basic information on the Fujifilm Group's CSR activities and quantitative information on its personnel and labor affairs as well as environmental performance.

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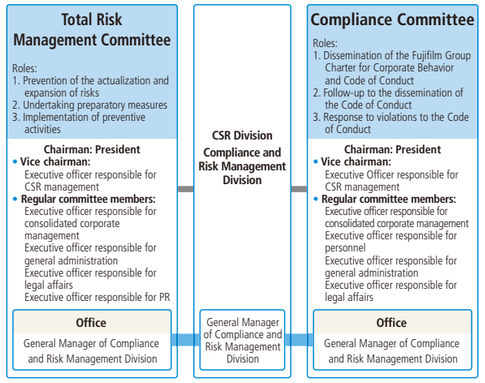
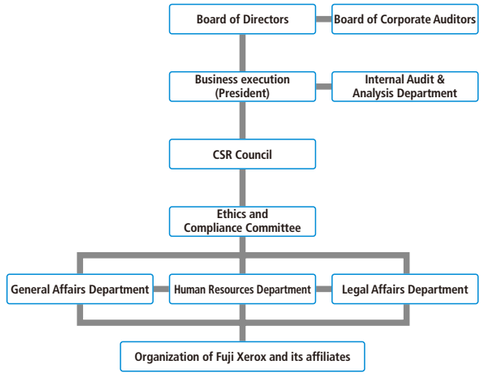
Sustainability Report 2011

Compliance and Risk Management

Compliance and risk management promotional organization (Fujifilm and its affiliates)



Corporate ethics and compliance promotion system (Fuji Xerox and its affiliates)



Compliance and risk management promotional milestones

	Establishment of organization and system	Provision of charter, code and regulations	Increase in employees' awareness and monitoring
1997	■ Establishment of the Code of Conduct Committee ■ Establishment of Ethics Consultation Desk and Sexual Harassment Hotline	■ Establishment of the Employee Code of Conduct	■ Release of Case Book Employee Code of Conduct
1998	■ Pledges submitted by all executive officers and division heads		
1999	■ Establishment of Corporate Ethics Committee ■ Establishment of a dedicated contact point for the Corporate Ethics Committee ■ Pledges submitted by all managerial personnel	■ Establishment of the Fujifilm Group Charter for Corporate Behavior ■ Establishment of the Employee Code of Conduct ■ Revision of the Employee Code of Conduct	■ Seminar on the Employee Code of Conduct ■ Start of corporate ethics training for executive officers and managers
2000	■ Pledges submitted by new managerial personnel ■ Start of risk reporting system		
2001			■ First implementation of compliance awareness survey ■ Survey conducted to confirm compliance with the Employee Code of Conduct by each division in Fujifilm and domestic affiliates (Implemented annually since then)
2002	■ Rename to Compliance Committee ■ Establishment of Compliance Office in the Legal Division	■ Revision of the Employee Code of Conduct	■ Start of education of ethics and information security
2003	■ Establishment of Compliance Consulting facility ■ Start of identification and management of key risk issues ■ Establishment of the Ethics and Compliance Committee ■ Establishment of the Corporate Ethics Helpline	■ Revision of the Employee Code of Conduct ■ Establishment of the Ethics and Compliance Management Regulations	■ Start of compliance information meeting (Implemented annually since then) ■ Start of compliance awareness survey (Implemented annually since then) ■ Start of release of compliance guidelines according to legal subjects
2004	■ Establishment of the Compliance and Risk Management Division (Reorganized Compliance Office in the Legal Division) ■ Expansion of coverage of Compliance Consulting to domestic affiliates	■ Revision of the Fujifilm Group Charter for Corporate Behavior ■ Establishment of Rules for Operation of Compliance Consulting Facility ■ Establishment of Rules for Operation of Corporate Ethics Helpline	■ Distribution of Compendium of Compliance Case Studies for managerial personnel ■ Start of case method training for managerial personnel (Implemented annually since then for newly-appointed managerial personnel) ■ Start of basic training on laws ■ Start of education of the protection of personal information
2005	■ Establishment of external consulting facility		■ Revision of Compendium of Compliance Case Studies ■ Start of study sessions for Compendium of Case Studies at each workplace (Implemented annually since then) ■ Distribution of CDs for education of the protection of personal information ■ Start of compliance activities at overseas bases
2006	■ Establishment of the FUJIFILM Holdings CSR Committee	■ Revision of Corporate Philosophy and establishment of Vision	■ Expansion of compliance awareness survey to domestic affiliates ■ Implementation of seminars for managerial personnel by external instructors ■ Implementation of case method training for managerial personnel at domestic affiliates by external instructors ■ Expansion of compliance information meeting to domestic affiliates ■ Introduction of programs for preventing illegal practices
2007	■ Proclamation signed by all employees ■ Identification and management of key risk issues expanded to domestic affiliates ■ Proclamation signed and submitted by all employees	■ Revision of the Fujifilm Group Charter for Corporate Behavior ■ Establishment of the Fujifilm Group Code of Conduct ■ Establishment of the ALL-FX Code of Conduct (Total revision of Employee Code of Conduct)	■ Distribution of Compendium of Information Security Case Studies ■ ■ Distribution of Antimonopoly Act Compliance Manual ■ Introduction of web response method for Compliance Awareness Survey ■ Distribution of the Fujifilm Group Charter for Corporate Behavior and the Fujifilm Group Code of Conduct ■ Distribution of English version of the Fujifilm Group Charter for Corporate Behavior and the Fujifilm Group Code of Conduct ■ Distribution of the Fujifilm Group Code of Conduct Guidebook ■ Implementation of education on the Fujifilm Group Charter and Code of Conduct for managerial personnel at overseas subsidiaries ■ Start of ALL-FX Code of Conduct education ■ Distribution of ALL-FX Code of Conduct and ALL-FX Code of Conduct Guidebook
2008	■ Status confirmation and follow-up of compliance promotion education in overseas Group companies ■ Promotion of identifying and managing key risk issues in overseas Group companies ■ Establishment of Compliance and Sexual Harassment Helpline (Compliance Consulting Facility and Sexual Harassment Hotline are integrated) ■ Establishment of ALL-FX Compliance Helpline (Corporate Ethics Helpline and Sexual Harassment Hotline are integrated)	■ Establishment of Rules for Operation of All-FX Compliance Helpline ■ Establishment of Rules for Operation of Consulting Facility	■ Implementation of ethics and compliance awareness survey
2009			■ Release of revised Compendium of Information Security Case Studies
2010	■ Establishment of CSR Committee (Formerly Risk and Ethics Committee)		■ Introduction of e-learning regarding overall compliance issues (for newly-appointed managerial personnel)

■ FUJIFILM Corporation ■ Fuji Xerox Co., Ltd. ■ FUJIFILM Holdings Corporation

Compliance education (Fujifilm in Japan)

Intended audience	Frequency	Details
Top management (Fujifilm)	As appropriate	Overall compliance (by external instructors)
Executive officers of Fujifilm affiliates	Once a year	Overall compliance (by external instructors)
Managerial personnel (Fujifilm and its affiliates)	Once every two years (Case method training)	Business ethics, customer-orientation, confidential information management, etc. (by external instructors and CP & RM*)
	Once a year (Compliance information meeting)	Examples of corporate misconduct, punitive actions, consulting facility, risk reporting system, etc. (by CP & RM*)
New managerial personnel (Fujifilm)	Once a year	Overall compliance (by corporate executive officers in charge of CSR)
All employees (Fujifilm and its affiliates, including agency contract employees)	Once a year	Discussions based on compliance case studies (by managerial personnel)
New employees (Fujifilm)	Once a year	Basic knowledge of compliance, employee code of conduct, corporate rule, consulting facility, etc. (by CP & RM*)

* CP & RM: Compliance & Risk Management Division of FUJIFILM Corporation

Compliance education (Fuji Xerox in Japan)

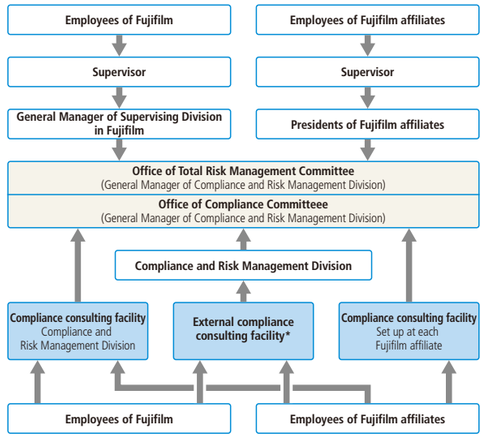
Training names	Intended audience (Fuji Xerox and its affiliates)						Content of education
	Executive officers	Managers	General employees	Contract employees	Other employees	Personnel in charge of promotion	
Education on the ALL-FX Code of Conduct	■	■	■	■	■	■	Training to explain details of each code of conduct using specific cases (individual and group education)
New executive officer training	■						Group training on corporate law and corporate governance, etc.
New administrator training		■					Training on overall risk management related to management
Basic training on laws: WBT (Web-based Training)	■	■	■				Training on basic legal knowledge (4 areas) utilizing the Internet
Training for personnel in charge of promotion						■	Training for key person to deliver new system and training in divisions and affiliates
Training on information security: WBT	■	■	■	■	■	■	Basic training related to information security utilizing the Internet
Training on personal information protection:WBT	■	■	■	■	■	■	Training utilizing the Internet on issues to be aware of regarding Personal Information Protection Law

Acquisition of P-Mark and ISMS

Certification	Certified affiliates
P-Mark*1	FUJIFILM Medical Co., Ltd./ FUJIFILM IMAGING Co., Ltd./ FUJIFILM LOGISTICS CO., LTD./ FUJIFILM Techno Service Co., Ltd./ Fuji Xerox System Service Co., Ltd./ Fuji Xerox Learning Institute Inc.
ISMS*2	FUJIFILM Graphic Systems Co., Ltd./ FUJIFILM Software Co., Ltd./ Fuji Xerox Office Services Business Group/ Fuji Xerox Business & Supply Chain Innovation Unit/ Fuji Xerox Sales & Marketing, Broadband Business Development Unit/ Fuji Xerox domestic sales representative and sales companies/ Fuji Xerox System Service Co., Ltd./ Fuji Xerox Interfield Co., Ltd./ Fuji Xerox Prefectural Dealers 11 companies (12 offices)/Fuji Xerox of Shanghai Limited/ Fuji Xerox Korea Company Limited

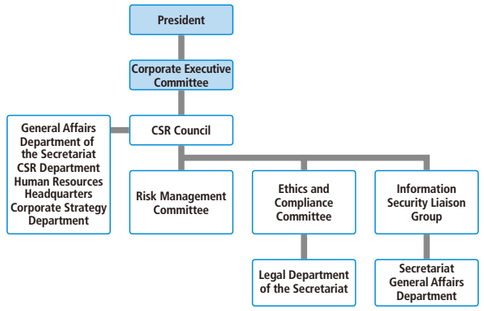
*1 Privacy Mark (P-Mark): A mark granted by the Japan Information Processing Development Corporation (JIPDEC) to companies in which personal information is handled appropriately.
*2 ISMS: Certification regarding the overall management framework for information including personal information (Information Security Management System).

System to collect information on risk (Fujifilm)



* External compliance consulting facility is set up for employees in cases where, for whatever the reason, they feel they cannot directly report to company or supervisor, even if they find risk-related information. The Group implements follow-up inspections once every 6 months.

Risk management system (Fuji Xerox)



Communication with Stakeholders, and the Labor Environment and Social Benefit Accounting

Communication with stakeholders

Employees

Employees play a central role in the promotion of the Fujifilm Group's CSR activities.

Methods for sustaining dialogue: Consultation Desks in the Personnel Department and personnel interviews; Compliance and Sexual Harassment Helpline; Labor union and regular company meetings; Stakeholder dialogue; Awareness surveys related to making work more satisfying

Suppliers

Our suppliers are important partners who assist us in continuing to offer products that reflect proper regard for safety and the natural environment.

Methods for sustaining dialogue: Procurement Division (for responding to inquiries); FUJIFILM Business Expert (for responding to inquiries); Ecology and Quality Management Division (for responding to inquiries); Information meetings for suppliers (green procurement, management of chemical content) and corporate environmental survey; Periodic discussion meetings with our suppliers; Operating a materials procurement website

Local communities

We believe that symbiosis with local communities and preservation of the natural environment are key elements of our CSR initiatives, especially at product manufacturing sites. We, therefore, actively promote communication with local communities.

Methods for sustaining dialogue: Consultation Desks at each of our factories and offices (for responding to inquiries); Meetings related to environmental policy; Factory visits; Volunteer activities in local communities; Lectures and information meetings for community members; Periodic discussions with local governments (municipal governments and mayors, leaders of local government organizations, and others)

Shareholders and investors

We are constantly aware of the need to promote a proper understanding of the Company's value, and work to provide timely disclosure of investor relations (IR) information both in Japan and overseas.

Methods for sustaining dialogue: IR Office (for responding to inquiries); Information meetings for investors and visits with investors; Shareholder meetings; IR information section on the company website

Transaction partners

Our transaction partners are vital to our efforts to create new value, and we work closely with them and support them in the development of new products.

Methods for sustaining dialogue: Sales companies and marketing/sales divisions (for responding to inquiries); Periodic discussions with our transaction partners; Seeking advice in the creation of new products and materials and participating in joint development activities; Participating in exhibitions, events, and academic meetings

NGOs and NPOs

We provide continuing support for NGOs and NPOs that engage in educational and awareness activities for environmental conservation.

Methods for sustaining dialogue: Corporate General Administration Division (for responding to inquiries); CSR Division (for responding to inquiries); Secretariat of the Public Trust Fujifilm Green Fund; Stakeholder dialogue

Customers

Reflecting the opinions and requests of customers in our products, services, and corporate activities is one of the most important issues for a manufacturing company.

Methods for sustaining dialogue: Customers Communication Center (for responding to inquiries); Fujifilm Square (showroom); Technical Support Centers; Service Centers; Usability evaluations, advice on production development, preparation of user reports, and other activities; CS survey, VOC system, Photo contests, photo exhibitions, and photography classes; Events, exhibitions, and seminars

Future generations

We believe that one of our most vital social responsibilities is to conduct educational activities for the coming generations who will be responsible for the future of our planet. Consequently, we are placing special emphasis on educational support activities.

Methods for sustaining dialogue: Providing instructors for school courses and participating in events held in schools; Sponsoring factory visits as part of extracurricular and other activities; Working with NGOs in environmental education activities

Industrial associations, government organizations, and business partners

We are actively communicating and cooperating with industry groups to respond to laws and ordinances such as the RoHS Directive and REACH Regulation.

Methods for sustaining dialogue: Participating in the creation of industry guidelines; Making statements to the public through industrial associations; Pink Ribbon Campaign, joint research with hospitals and universities, and sponsoring of lectures

Labor environment and social benefit accounting

Expenditures made for improving working conditions and for socially beneficial activities for different stakeholders are summarized here. Efforts are made to create a worker-friendly environment through expanding educational seminars, ensuring the safety of facilities and equipment, and supporting mental healthcare programs. The expenditures on promoting culture and the arts in society include expenses incurred by Fujifilm Square, which preserves and disseminates photographic culture, and running photo contests. Contributions to the international community include relief materials, such as clothes and tools for protection against the cold, which were provided when a major earthquake struck China's Qinghai Province in April 2010.

The survey for the last fiscal year lacks information on some Group companies because of the Great East Japan Earthquake that occurred in March 2011.

Period covered

Fiscal year 2010 (April 1, 2010 to March 31, 2011)

Range of information sources

The 69 domestic companies in the Fujifilm Group (FUJIFILM Holdings, FUJIFILM Corporation and 19 affiliates, Fuji Xerox and 46 affiliates, and Toyama Chemical)

Basic items

Objectives of labor environment and social benefit accounting

These accounts allow the Fujifilm Group to maintain its activities for improving employees' working environments and the amounts spent for social contributions, by preparing data on these activities from an economic perspective.

Accounting method

The expenditures (including investments) for the year have been summed to arrive at the figures shown. These figures do not include depreciation. Figures for personnel training and social contributions may overlap with figures in the Environmental Account.

Breakdown of labor environment and social benefit accounting

(million yen)

Stakeholder	Goal	Total costs	
		Fiscal 2009	Fiscal 2010
Employees	Health and safety	1,540	1,197
	Personnel training	1,112	2,449
	Protecting diversity	1,976	339
	Creating comfortable workplaces	1,569	1,381
Customers	Appropriate customer response and safety	572	459
Future generations	Education for future generations	5	1
Local communities and government	Harmony with local communities	122	78
	Promoting culture and the arts in society (Japan)	1,221	963
International community	Considerations for the international community and international cultures	105	29
NGOs, NPOs	Cooperating with NGOs, NPOs	56	33
Suppliers	Considerations for products	51	67
Total		8,329	6,996

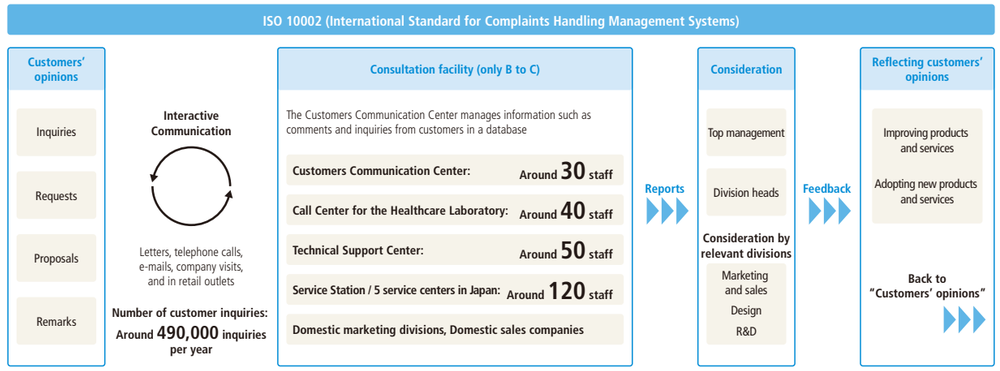
Volunteer activities during working hours

	Fiscal 2009	Fiscal 2010
Hours spent on volunteer activities	2,236 hours	1,372 hours
Volunteering costs	5 million yen	4 million yen

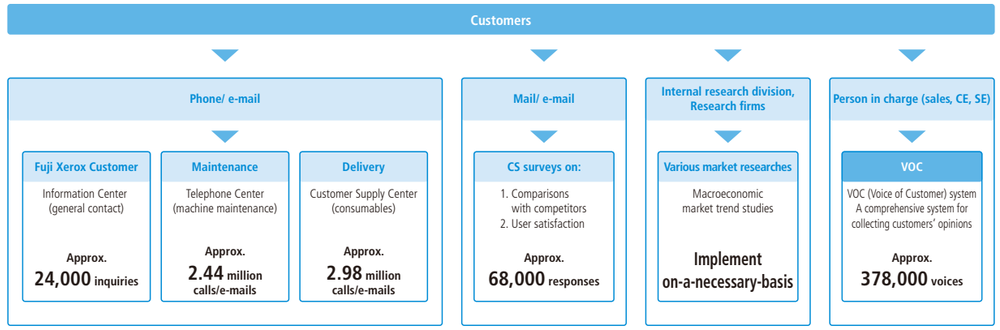
* Calculated based on the hours spent on volunteer activities (e.g. area clean-ups) during working hours, the salary equivalent to those hours, and the cost of the activities

Communication with Customers

System for responding to customers (FUJIFILM Corporation and its domestic affiliates)



System for responding to customers (Fuji Xerox and its domestic affiliates)



Self-declaration of conformity to ISO 10002 (Fujifilm and its affiliates)

Created in July 2004, ISO 10002 is the international standard for the process of complaints handling. The specification is intended to be used by various organizations and provides guidance on the process of handling customer complaints against companies and other organizations.

Fujifilm and 4 of its affiliates engaged in the domestic imaging business made a self-declaration of conformity* to ISO 10002 on August 24, 2006 with the goal of gaining trust from customers and increasing their satisfaction. On September 30, 2008, Fujifilm and 2 of its affiliates in the domestic healthcare business also made the same self-declaration.

In 2010, an administrative office was created to promote ISO 10002, which led to a reexamination of the definition of top management of the relevant divisions and the items on a self-checklist for ISO conformity. Through such activities, the office encourages the relevant divisions to decide their policy on customer-centric handling of complaints, to always send necessary information to other relevant divisions, to regularly confirm their process of complaint handling, and to provide necessary educational training.

Fujifilm and its affiliates will continue to further improve the quality of customer service and the level of customer satisfaction.

* Self-declaration of conformity: ISO 10002 provides guidelines with which organizations themselves build a system conforming to the specification and declare conformity based on their own decisions and responsibilities, whereas ISO 9001 on product quality and ISO 14001 on environmental management are international standards that are certified by a third-party approval organization. It is required that organizations continually increase the level of conformity to the specification through their actual operation of the system and internal inspections.

Relevant divisions for 2010

Fujifilm

(1) Consumer Sales Division, (2) Imaging Division, (3) Electronic Imaging Products Division, (4) Recording Media Products Division, (5) Life Science Products Division, (6) Customer Communication Center

Fujifilm's affiliates

(1) FUJIFILM Techno Service, (2) FUJIFILM Healthcare Laboratory, (3) FUJIFILM Imaging Solutions, (4) FUJIFILM Imagetec, (5) Fujicolor Pro Photo Center

Personnel and Labor (FUJIFILM Corporation)

Employment

Composition of the Fujifilm workforce

As of March 31, 2011

Regular employees	8,444	Breakdown General employees: 6,672 (Male: 5,409, Female: 1,263) Managerial personnel: 1,772 (Male: 1,746, Female: 26)
Non-regular employees	781	Breakdown Temporary employees: 588, Part-timers: 24, Employees re-employed after retirement: 97, Other (Contract employees, etc.): 72

Status of regular employees

As of March 31, 2011

Average age	Average length of employment (years)	Average number of dependents	Average annual salary*1	Utilization of paid leave*2	Turnover rate*3
41.6	Male: 17.8 Female: 18.7	1.4	8.3 million yen	72.2%	2.4%

*1 Average annual salary is calculated for the period from January 1, 2010 to December 31, 2010.
*2 Data on utilization of paid leave is calculated based on data for the period from October 1, 2009 to September 30, 2010.
*3 Turnover rate: Numerator: Attrition + Retirement + Transfer + New Start for Senior Employees program (excluding voluntary retirement due to structural reform)
Denominator: Annual average number of employees at FUJIFILM Corporation (non-consolidated)

Recruitment

New graduate recruitment (Fiscal 2011)	149*1	Technical positions Male 76, Female 19 Administrative positions Male 41, Female 9
Mid-career recruitment	51*2	Male: 42, Female: 9

*1 As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, the number in the chart above represents new graduate recruitment at the beginning of April 2011.
*2 Number of mid-career recruitment represents those from April 2010 to March 2011.

Employment and re-employment of persons with disabilities

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Employment of persons with disabilities*1	1.77%	1.89%	1.87%	1.72%	1.77%
Re-employment*2	37	38	40	18	24

*1 Data up to March 31 for each fiscal year
*2 Re-employment refers to employees re-employed after retirement.

Number of employees taking a leave of absence*

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Leave of absence for nursing care	1	0	6	5	5
Leave of absence for childcare	32	44	32	30	55
Leave of absence for volunteer work	0	0	0	0	0

* Number of employees who began a leave of absence during the relevant fiscal year.

Work accident rate and work accident severity

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Work Accident Rate*1	0.22	0.09	0.00	0.05	0.31
Work Accident Severity*2	0.03	0.02	0.00	0.00	0.01

*1 Work Accident Rate = $\frac{\text{Number of employees involved in work accidents}}{\text{Gross number of hours worked}} \times 1{,}000{,}000$

*2 Work Accident Severity = $\frac{\text{Number of workdays lost}}{\text{Gross number of hours worked}} \times 1{,}000$

Composition of labor union membership

As of March 31, 2011

Union members	Proportion of union membership*	Average age of union members
6,530	77%	39.6

* Based on the number of regular employees (8,444)

Revisions to systems operating in accordance with agreements between the labor union and the company

As of March 31, 2011

Fiscal year	Item
2006	• Revisions to re-employment systems • Clarification of transfer and external assignment regulations • Revisions to travel expense regulations
2007	• Revisions to the support system for encouraging a good work-life balance • Revisions to policy on providing condolence money
2008	• Revisions to the support system for encouraging a good work-life balance • Introduction of work regulations adapted to the citizen judge system
2009	• Transition from approved retirement annuity system to defined-benefit corporate pension system • Revisions to retirement benefits • Revisions to some employee systems
2010	• Expansion of the childcare leave program • Expansion of the child medical care leave program • Creation of the family care leave program • Increase in the upper limit on the number of times half-day leave can be taken • Revisions to some employee programs

Systems for a good work-life balance

- In response to the 2010 amendment to Child Care and Family Care Leave Law, programs for supporting a balance between work and childcare or family care have been improved, and programs that more than satisfy legal requirements are now in place, such as the improved child medical care leave program and the newly introduced family care leave program.
- Stock leave is a system enabling employees to accumulate unused leave time up to 60 days. Accumulated leave days may be used for treatment needed for personal health problems, rehabilitation, childcare, nursing care, and volunteer activities.

Giving birth and childcare	1. Systems catering for pre- and post-birth requirements 2. Leave of absence for childcare 3. Use of stock leave for childcare 4. Systems for employment while raising children 5. Three-person interview at the time of returning to work from childcare leave 6. Child medical care leave program (1 relevant child: 6 days per year; 2 or more children: 11 days per year) 7. Reduced work hours program (child in the third grade or lower) 8. Use of stock leave for fertility treatment 9. Leave of absence for fertility treatment 10. Exemption from restrictions on non-scheduled hours worked and from work on holidays
Nursing care	1. Leave of absence for caring for a family member 2. Family care leave program (1 care recipient: 6 days per year; 2 or more care recipients: 11 days per year) 3. Use of stock leave for caring for a family member 4. Systems for employment while caring for a family member
Other	1. Leave of absence for volunteer work, Use of stock leave for volunteer work 2. Use of stock leave for self-development 3. Use of long-service holidays 4. Flextime 5. Discretionary labor system 6. Leaving the office on time (1 day per week)

Respect for human rights and elimination of discrimination

Founded on the principles of the Fujifilm Group Charter for Corporate Behavior, FUJIFILM respects basic human rights and will not engage in any act whatsoever that unfairly infringes the human rights of its employees. We do not discriminate on the basis of gender, age, nationality, ethnic origin, beliefs, religion, social position, physical condition, or other characteristics and respect the privacy of our employees. To prevent sexual harassment, we have continuously implemented activities to raise awareness and disseminate information within the company, including the revision and distribution of sexual harassment prevention guidelines based on the revised Equal Employment Opportunity Law, which took effect in 2007, to all employees of FUJIFILM and its affiliates. We also defined the prohibition of power harassment in our company regulations. In addition, we have provided a telephone consultation service (the compliance and sexual harassment helpline) where arrangements have been made for external specialized counselors in addition to in-house persons in charge to receive requests for consultation from employees. While respecting the privacy of individuals receiving consultation, we work toward the resolution of these issues. Other related activities include periodic training sessions for personnel in managerial positions in FUJIFILM and its affiliates on the subjects of respect for human rights and the elimination of discrimination.

Personnel and Labor (Fuji Xerox)

Employment

Composition of the Fuji Xerox workforce

As of March 31, 2011

Regular employees	10,146	Breakdown General employees: 7,641 (Male: 6,370, Female: 1,271) Managerial personnel: 2,417 (Male: 2,347, Female: 70) Executive officers, contract employees, seconded employees: 88
Non-regular employees	1,195	Breakdown Temporary employees: 480, Part-timers: 190, Employees re-employed after retirement: 524, Other (Contract employees, etc.): 1

Status of regular employees

As of March 31, 2011

Average age	Average length of employment (years)	Average number of dependents	Average annual salary*1	Utilization of paid leave*2	Turnover rate*3
43.8	Male: 19.8 Female: 15.0	1.33	– yen	61.3%	3.43%

*1 Average annual salary is not publicly disclosed.
*2 Data on utilization of paid leave is calculated based on data for the period from October 1, 2009 to September 30, 2010.
*3 Turnover rate:
Numerator: Attrition + Fixed-age retirement + Transfer + New Start for Senior Employees program
Denominator: Annual average number of employees at Fuji Xerox (non-consolidated) + Average number of seconded employees

Recruitment

New graduate recruitment (Fiscal 2011)	227*1	Technical positions Male 91, Female 13 Administrative positions Male 78, Female 36
Mid-career recruitment	59*2	Male: 46, Female: 13

*1 As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, the number in the chart above represents new graduate recruitment at the beginning of April 2011. The total also includes employees who have graduated from high school, a college of technology, or a vocational college.
*2 Number of mid-career recruitment represents those from April 2010 to March 2011.

Employment and re-employment of persons with disabilities

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Employment of persons with disabilities*1	1.76%	1.96%	1.88%	1.89%	1.86%
Re-employment*2	122	246	352	423	517

*1 Data up to March 31 for each fiscal year
*2 Number of re-employed workers revised to real figures up to the day following the end of each fiscal year

Number of employees taking a leave of absence*1

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Leave of absence for nursing care	2	5	5	2	1
Leave of absence for childcare	49	49	54	40	44
Leave of absence for volunteer work*2	0	1	0	0	0

*1 Number of employees who began a leave of absence during the relevant fiscal year.
*2 Number of employees who used the social service program.

Work accident rate and work accident severity

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Work Accident Rate*1	0.49	0.18	0.23	0.24	0.19
Work Accident Severity*2	0.00	0.00	0.00	0.00	0.01

*1 Work Accident Rate = $\frac{\text{Number of employees involved in work accidents}}{\text{Gross number of hours worked}} \times 1{,}000{,}000$

*2 Work Accident Severity = $\frac{\text{Number of workdays lost}}{\text{Gross number of hours worked}} \times 1{,}000$

Composition of labor union membership

As of March 31, 20111

Union members	Proportion of union membership*	Average age of union members
7,624	75.3%	41.4

* Based on the number of full-time workers excluding executive directors (10,124)

Revisions to systems operating in accordance with agreements between the labor union and the company

As of March 31, 2011

Fiscal year	Item
2006	• Revisions to the human resources system • Implementation of SLP*
2007	• Implementation of comprehensive secondment system
2008	• Revisions to travel expense regulations
2009	• Introduction of work regulations adapted to the citizen judge system
2010	• Revisions to the program for supporting childcare and family care

* Second Life Program

Systems for a good work-life balance

- All of these systems provide for generous leave beyond that required by law.

Giving birth and childcare	1. Maternity leave (paid) 2. Childcare leave program 3. Program for rehiring former employees who left the company for reasons such as spouse's transfer or childcare 4. Accumulated paid leave for healthcare of employees' family*1 5. Shortened working hours for childcare (until third grade of elementary school) 6. Limited off-hours work (until sixth grade of elementary school) 7. Limited late-night work for childcare (until sixth grade of elementary school) 8. Special leave for supporting the wife during her childbirth period (first child's birth: 2 days; second child's birth and thereafter: 5 days)
Nursing care	1. Leave of absence for caring for a family member (maximum 2 years) 2. Shortened working hours for caring for a family member 3. Limited off-hours work for caring for a family member 4. Limited late-night work for caring for a family member 5. One-day nursing care leave 6. Accumulated unused paid leave*1 for caring for a family member
Other	1. Flextime 2. Continuous service award special vacation; "refresh vacation" 3. Social service system (leave program for employees participating in socially beneficial activities) 4. Accumulated unused paid leave*1 for volunteer activities 5. Leave of absence for education 6. Senior theme leave (support for senior employees' second career) 7. Flexible work schedules (support for senior employees' second career) 8. Double job program*2 (support for senior employees' second career)

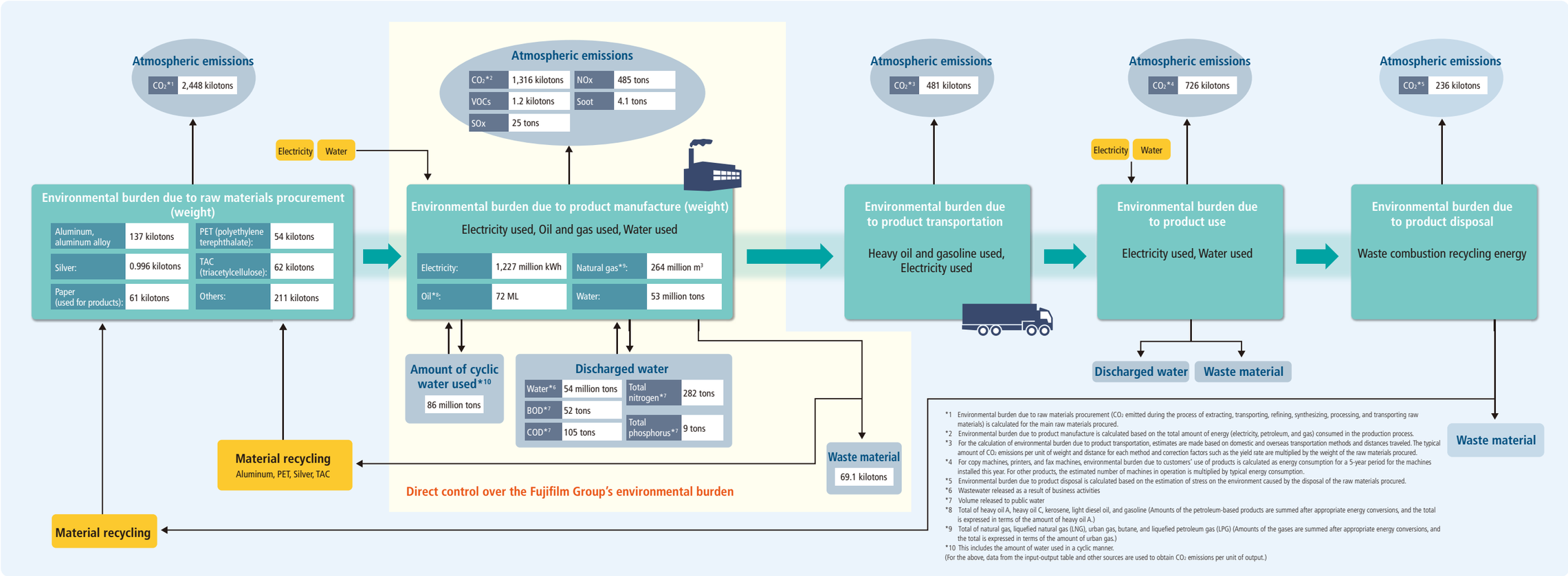
*1 Accumulated paid leave: A system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.
*2 This is not double duties by order, rather it is a program designed to support senior employees who wish to go into business for themselves. Under this program, they are allowed to engage in both their current work and work in another division through a system that matches the needs of divisions wanting to utilize senior workers' skills and experience with the will of senior workers who wish to use their special skills or to take on new challenges.

Respect for human rights and elimination of discrimination

Continuing from the previous year, in fiscal 2010, we conducted training over the intranet for all Fuji Xerox (FX) employees, focusing on the prevention of discriminatory behavior, which incorporated the results of an employee awareness survey on compliance. Training sessions designed for individual employee grades were held again this year for new recruits, new managers and department heads to enhance awareness and better understanding of human rights issues, as well as to establish these values in the workplace. Fuji Xerox has been an active member of the "Industrial Federation for Human Rights, Tokyo" since 1982. We have been involved in the mutual exchange of information with other companies, as well as in educational activities designed to address issues related to human rights.

The Fujifilm Group's Environmental Burden

Environmental burdens evaluated based on life cycle assessment



*1 Environmental burden due to raw materials procurement (CO_2 emitted during the process of extracting, transporting, refining, synthesizing, processing, and transporting raw materials) is calculated for the main raw materials procured.
*2 Environmental burden due to product manufacture is calculated based on the total amount of energy (electricity, petroleum, and gas) consumed in the production process.
*3 For the calculation of environmental burden due to product transportation, estimates are made based on domestic and overseas transportation methods and distances traveled. The typical amount of CO_2 emissions per unit of weight and distance for each method and correction factors such as the yield rate are multiplied by the weight of the raw materials procured.
*4 For copy machines, printers, and fax machines, environmental burden due to customers' use of products is calculated as energy consumption for a 5-year period for the machines installed this year. For other products, the estimated number of machines in operation is multiplied by typical energy consumption.
*5 Environmental burden due to product disposal is calculated based on the estimation of stress on the environment caused by the disposal of the raw materials procured.
*6 Wastewater released as a result of business activities
*7 Volume released to public water
*8 Total of heavy oil A, heavy oil C, kerosene, light diesel oil, and gasoline (Amounts of the petroleum-based products are summed after appropriate energy conversions, and the total is expressed in terms of the amount of heavy oil A.)
*9 Total of natural gas, liquefied natural gas (LNG), urban gas, butane, and liquefied petroleum gas (LPG) (Amounts of the gases are summed after appropriate energy conversions, and the total is expressed in terms of the amount of urban gas.)
*10 This includes the amount of water used in a cyclic manner.
(For the above, data from the input-output table and other sources are used to obtain CO_2 emissions per unit of output.)

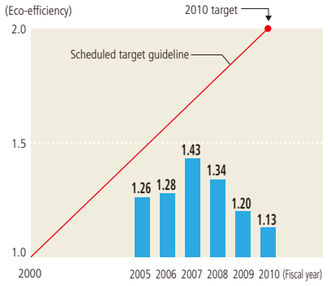
Overview of fiscal 2010

We have made concerted efforts in fiscal 2010 to improve our eco-efficiency. We established for ourselves a challenging goal to double our eco-efficiency by 2010 relative to the level in 2000, and have aimed to improve eco-efficiency (= revenues / value for environmental burden) in 5 categories. However, the goal has been met only in 2 categories because the 2010 revenue is 30% lower than expected due to effects of the "Lehman shock" in 2008.

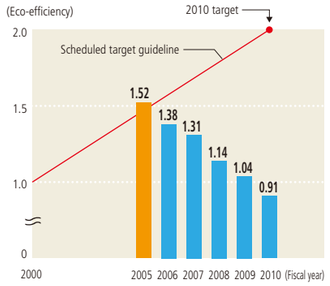
Eco-efficiency from fiscal 2005 to fiscal 2010

Eco-efficiency: (Eco-efficiency=Revenues / Value for environmental burden): On target (above scheduled target guideline) Additional effort required to meet target (below scheduled target guideline) Target

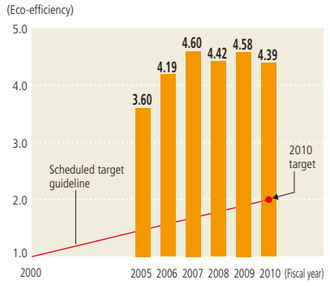
A. Waste Generation



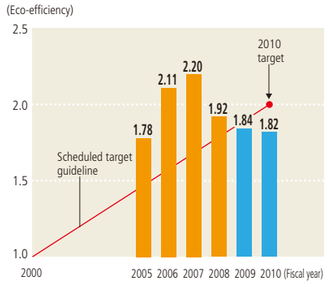
B. Natural Resources Consumed*1



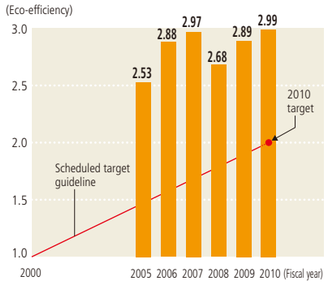
C. Atmospheric Emissions of VOCs



D. Water Consumption



E. Packing Materials Consumed*2



[Notes]
- Waste generation: Efforts were made to derive valuable materials from plastic and waste oil at domestic production factories. The amount of waste generated increased particularly at overseas sites.
- Natural resources consumed: The amount of TAC consumption has increased significantly since 2006 as the flat panel display material business expanded.
- Atmospheric emissions of VOCs: The amount has been drastically reduced especially at domestic factories in response to the implementation of the PRTR Act.
- Water consumption: Efficient use of water has been promoted with the introduction of, for example, a multi-stage cascade system.
- Packing materials consumed: Measures being promoted include reducing the size of packages, using group packaging, conserving resources, and substituting "low-burden" materials.

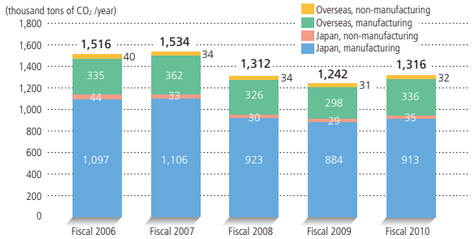
*1 Materials: Aluminum, TAC, PET, silver and gelatin
*2 Materials: Cardboard boxes, paper materials, paper containers, metals, formed plastics, plastic film and sheet and glass

Environmental Aspects

Main CO_2 reduction measures

Types of efforts	Life cycle stages	Main CO_2 emission reduction measures
Developing and promoting widespread use of products that cause less stress on the environment	Procurement, use, disposal	• Multifunction devices (copiers, printers, and faxes) with less energy consumption (documents field) • Non-processing CTP plates requiring no developing solution (graphics field)
Reducing CO_2 emissions at factories and offices	Manufacture	• Fuel shift from heavy fuel oil to gas (Japan) • Use of methane gas generated at waste disposal landfill sites as fuel (United States) • Wind power generation at factory sites (the Netherlands) • Developing and introducing energy-saving technologies such as waste heat collection and steam collection
Recycling	Procurement	• Developing, introducing, and expanding the use of a recycling system for scrap aluminum from the production of PS/CTP plates (graphics field)
Efficient distribution	Transportation	• Paths optimization • Improving the loading ratio • Promoting modal shifts • Using light and compact packaging • Promoting eco-driving

Annual changes in CO_2 emissions*



(thousand tons of CO_2 /year)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Japan, manufacturing	1,097	1,106	923	884	913
Japan, non-manufacturing	44	33	30	29	35
Overseas, manufacturing	335	362	326	298	336
Overseas, non-manufacturing	40	34	34	31	32
Group total	1,516	1,534	1,312	1,242	1,316

* Calculation method:
Japan: Calculation employing the coefficients specified in the Order for Enforcement of the Act on the Promotion of Global Warming Countermeasures. Emission coefficient by electric power utility used for purchased power.
Overseas: Retroactive calculations in compliance with the GHG protocol. Purchased electric power calculated with the coefficient found in CO_2 Emissions from Fuel Combustion (2009 Edition) published by OECD.

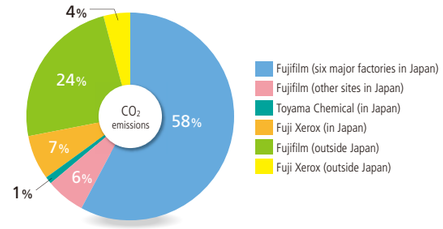
Breakdown of CO_2 emissions by region (fiscal 2010)*

(thousand tons of CO_2/year)

		CO_2 emissions
Japan		948
Overseas	Americas (USA, Canada, Brazil)	151
	Europe (The Netherlands, Germany, Belgium, UK, France)	84
	China	122
	Asia (excl. China) and Oceania (Australia, South Korea, Singapore, etc.)	12
Group total		1,316

* Calculated in the same way as for "Annual changes in CO_2 emissions"

Breakdown of CO_2 emissions

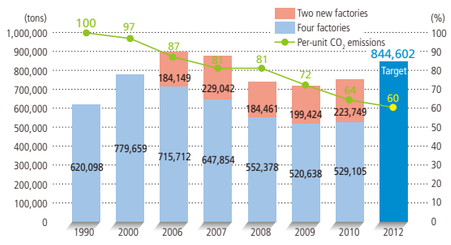


Annual changes in amount of CO_2 emissions and CO_2 emissions per unit of output at 6 main domestic factories handling chemicals*

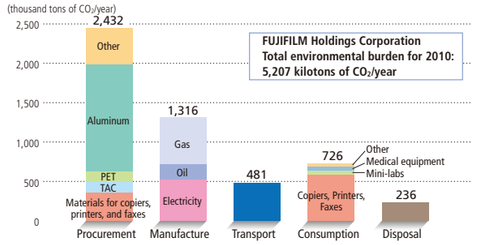
The quantity of output in 2010 was 18% higher than it was in 2009. At the same time, we could curb the increase in CO_2 emissions to 4.6%. As a result, CO_2 emissions per unit of output drastically improved from 72 to 64. A major reason for this was the development, and then implementation at each factory, of various energy-saving measures for the production process for flat panels, such as the collection of heat from a distillation tower and the collection and reuse of flash steam.

For 2012, we expect a 20% increase in the quantity of output relative to the 2010 level and aim to curb the increase in CO_2 emissions to around 12%. Compared to 1990 levels, we plan to increase the quantity of output 2.3-fold in 2012 and to keep the rise in CO_2 emissions to less than 1.4-fold. In terms of CO_2 emissions per unit of output, our goal is to reach 60.

* CO_2 emissions from the six major chemical factories in Japan (Fujifilm Kanagawa Factory's Ashigara and Odawara Sites, Fujifilm Fujinomiya and Yoshida-Minami Factories, FUJIFILM Opto Materials Co., Ltd., and FUJIFILM Kyushu Co., Ltd.) account for 58% of the total emissions from the entire Fujifilm Group (including the Fuji Xerox Group and Toyama Chemical).

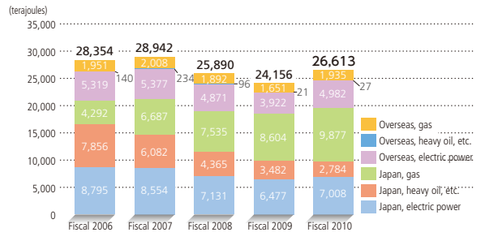


Amount of CO_2 emissions for the entire product life cycle



See p.34 for numbers for the base year (2005) and the target year (2020).

Annual changes in energy consumption*1



(terajoules)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Japan, electric power	8,795	8,554	7,131	6,477	7,008
Japan, heavy oil, etc.*2	7,856	6,082	4,365	3,482	2,784
Japan, gas*3	4,292	6,687	7,535	8,604	9,877
Overseas, electric power	5,319	5,377	4,871	3,922	4,982
Overseas, heavy oil, etc.*2	140	234	96	21	27
Overseas, gas*3	1,951	2,008	1,892	1,651	1,935
Group total	28,354	28,942	25,890	24,156	26,613

Numbers for 2006 and 2007 do not include numbers for Toyama Chemical.
*1 Per unit calorific value is based on the Act on the Rational Use of Energy.
*2 Total of heavy oil A, heavy oil C, kerosene, light oil, and gasoline
*3 Total of natural gas, liquefied natural gas (LNG), city gas, butane, and liquefied petroleum gas (LPG)

Breakdown of consumption of heavy oil, etc. (fiscal 2010)*

(thousand kiloliters)

	Heavy oil	Kerosene	Light oil	Gasoline
Japan	63.4	4.5	0.1	0.0
Overseas	0.0	0.0	0.6	0.1
Group total	63.4	4.5	0.7	0.1

* Consumption in manufacturing only

Annual changes in total CO_2 emissions in domestic logistics*

(tons of CO_2/year)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Total CO_2 emissions	60,499	54,254	49,825	41,031	40,936

* Total CO_2 emissions are calculated as the amount of CO_2 emitted by Fujifilm Logistics Co., Ltd. in its logistics activities for the Fujifilm Group companies. Since fiscal 2006, we moved to the calculation method based on the Revised Act on the Rational Use of Energy (travel distance of empty cars, etc. is not included in calculations).

Annual changes in amount of CO_2 reductions and reduction rates through transportation efficiency improvements* (domestic distribution)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Amount of CO_2 reductions (tons of CO_2/year)	715.7	3,550.1	5,810.1	6,691.0	7,004.0
CO_2 reduction rate (%)	1.2	6.1	10.4	14.0	14.8

CO_2 reduction rate (%) = Amount of CO_2 reductions / Total CO_2 emissions + CO_2 reductions
* In fiscal 2010, we enforced our activities for CO_2 reductions in collaboration with a specified consigner. Major reduction initiatives, which proved effective, included improving carrying efficiency by double stacking during transportation and improving gasoline mileage by eco-driving.

Annual changes in domestic transport volume*

(million tons per kilometer)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Transportation volume	255	230	182	162	164

* Transportation volume is calculated within the range of ownership in compliance with reporting under the Revised Act on the Rational Use of Energy.

Annual changes in reduction of export packaging material weight* (Cumulative total)

(%)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Packaging material reduction rate	3.1	2.6	3.5	5.9	5.7

Packaging material reduction rate (%) = Weight reduced / Total material weight + weight reduced
* Total weight of export packaging materials handled by FUJIFILM Logistics in fiscal 2010 was 4,122.9 tons. Weight was reduced by 235.8 tons, a 5.7% reduction for the year.

Annual changes in the amount of container and packaging materials used (FUJIFILM Corporation non-consolidated)

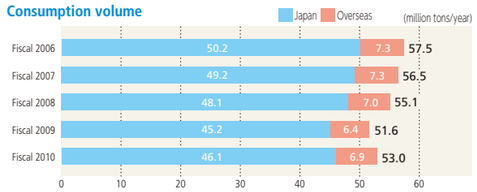
(thousand tons/year)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Total consumption	24.8	24.6	23.3	19.4	19.0

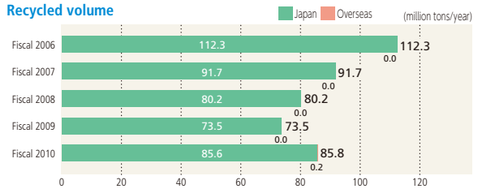
* Total amount of corrugated paper boxes, paper materials, paper containers, metal materials, plastic molds, plastic film/sheet and glass used

Annual changes in water consumption, recycling, and discharge as wastewater

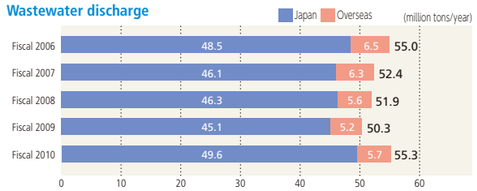
Consumption volume



Recycled volume



Wastewater discharge

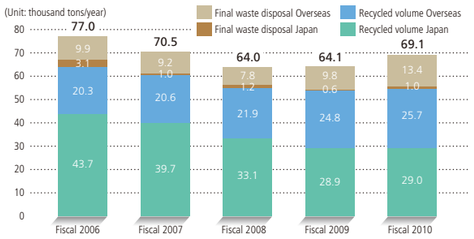


(million tons/year)

		Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Consumption volume	Japan	50.2	49.2	48.1	45.2	46.1
	Overseas	7.3	7.3	7.0	6.4	6.9
	Group total	57.5	56.5	55.1	51.6	53.0
Recycled volume*	Japan	112.3	91.7	80.2	73.5	85.6
	Overseas	0.0	0.0	0.0	0.0	0.2
	Group total	112.3	91.7	80.2	73.5	85.8
Wastewater discharge	Japan	48.5	46.1	46.3	45.1	49.6
	Overseas	6.5	6.3	5.6	5.2	5.7
	Group total	55.0	52.4	51.9	50.3	55.3

* Includes cooling water usage

Annual changes in waste generation, recycling & final disposal



(thousand tons of CO_2 /year)

		Fiscal 2000	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Waste volume*1	Japan	36.2	46.8	40.7	34.3	29.5	30.0
	Overseas	12.7	30.2	29.8	29.7	34.6	39.1
	Group total	48.9	77.0	70.5	64.0	64.1	69.1
Recycled volume	Japan	28.6	43.7	39.7	33.1	28.9	29.0
	Overseas	1.0	20.3	20.6	21.9	24.8	25.7
	Group total	29.6	64.0	60.4	55.0	53.7	54.7
Final waste disposal*2	Japan	7.6	3.1	1.0	1.2	0.6	1.0
	Overseas	11.7	9.9	9.2	7.8	9.8	13.4
	Group total	19.3	13.0	10.1	9.0	10.4	14.4

*1 Processed by external service providers
*2 Simple incineration or landfill disposal

Annual changes in valuable resources*

(thousand tons/year)

	Fiscal 2000	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Japan	43.0	54.9	59.7	55.4	51.9	56.8
Overseas	9.3	26.0	25.0	27.4	22.1	21.2
Group total	52.3	80.9	84.7	82.8	74.0	78.0

* Valuable resources are byproducts resulting from manufacturing that were subsequently sold.

Main recycling methods for waste products

Waste product	Recycling method
Plastics (sorted)	Pallets, pipes, clothing, heat insulation materials
Plastics (mixed)/Filters	Blast furnace fuel
Magnetic tape	Blast furnace fuel, tatami mat material, heat insulation materials
Aluminum hydroxide	Alumina
Inorganic sludge, polishing agents	Cement, roadway materials, construction materials
Organic solvents	Paint thinner
Acids and alkalines	Neutralizer
Mixed flammable waste products	Solid fuels, electricity, and hot water production
Fluorescent lamps	Glass wool, mercury
Batteries	Zinc, smelt iron
Left-over food, raw garbage, organic sludge	Fertilizers, animal feed
Documents, empty boxes	Recycled paper
Metals such as iron, aluminum, and copper	Smelt metal

Zero emissions

Fujifilm achieved zero emissions in 2003 and continues to improve the level of waste management. A future goal is to achieve zero emissions at Fujifilm's overseas affiliates (i.e., production sites) and at the companies newly affiliated with the Fujifilm Group. We will continue to instruct mainly the following affiliates in order to achieve this goal:

1. Domestic and overseas affiliates that have not achieved zero emissions with regard to waste generated from launching or closing a plant
2. Domestic and overseas affiliates that generated large amounts of waste
3. Domestic and overseas affiliates for which production is growing and which are far from achieving zero emissions

As to the definition of "zero emissions" used by Fujifilm and Fuji Xerox, there is a slight difference between the 2 companies attributable to their business characteristics, but the term generally refers to recycling all waste generated in business activities and making the amount of waste that is simply incinerated or buried at a landfill site zero.

Annual changes in atmospheric emissions of VOCs

(hundred tons/year)

	Fiscal 2000	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Japan	31.1	12.9	12.8	11.2	9.7	10.3
Overseas	1.7	2.9	1.9	1.9	1.6	1.7
Group total	32.8	15.8	14.7	13.1	11.3	12.0

Numbers for 2006 and 2007 do not include numbers for Toyama Chemical.

Reductions in VOCs atmospheric emissions* (FUJIFILM Corporation (non-consolidated))

Category	Substance	Reduction (tons)	Reduction rate in comparison to fiscal 2000 (%)
Substances to be reported under the PRTR Law	Dichloromethane	243	68
Substances voluntarily controlled by the company	Methyl alcohol	1,410	80
	Ethyl acetate	319	79
	Methyl ethyl ketone	166	80
	Acetone	113	88

* Reduction in volumes in fiscal 2010 compared with actual levels in fiscal 2000.

Response to the PRTR Law (Fujifilm and its domestic affiliates)

In addition to those substances that must be reported under the Pollutant Release and Transfer Register (PRTR) Law, Fujifilm controls another 10 items on a voluntary basis, primarily substances specified by the Japan Chemical Industry Association as requiring autonomous monitoring. The company has been endeavoring to reduce the emissions on a consolidated basis. Data on the substances used (usage volume, atmospheric emissions volume, emission into public water bodies, volume entering sewage wastewater, volume moved outside of company facilities, and volume recycled) in amounts of 1 ton or more per year by Fujifilm and its domestic affiliates may be found on the Fujifilm website:

URL http://www.fujifilm.co.jp/corporate/environment/preservation/chemicalsmanagement/production/prtr.html

Storage and management of devices and equipment containing PCBs*

Types of equipment containing PCBs	Storage and management amounts	
	Domestic consolidated	Group total
High voltage transformers (quantity)	1	18
High voltage condensers (quantity)	360	450
PCB oil waste, etc. (kg)	201.11	201.11
Sludge, etc. (m^3)	10,400.1	10,400.1
Fluorescent lamp stabilizers (quantity)	15,175	17,975
Low voltage condensers excluding fluorescent lamps (quantity)	117,157	117,157
Low voltage transformers (quantity)	3	33
Rags (kg)	919.5	919.5
Other devices (quantity)	16	17

* Not including items with trace levels of PCBs

Annual changes in volume of atmospheric emissions

(tons/year)

		Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
SOx emissions	Japan	357	84	66	45	18
	Overseas	5	6	3	2	6
	Group total	362	90	69	47	25
NOx emissions	Japan	907	786	612	454	445
	Overseas	96	111	84	43	41
	Group total	1,003	897	695	497	485
Soot particle emissions	Japan	14.7	8.8	6.4	3.6	2.7
	Overseas	0.2	0.2	4.1	2.1	1.3
	Group total	14.8	9.0	10.5	5.7	4.1
Atmospheric emissions of specified CFCs*	CFC-11	0.85	1.51	0.76	0.20	1.13
	CFC-12	0.02	0.01	0.01	0.00	0.04

* Group total

Annual changes in water contaminant burden and emissions*1

(tons/year)

		Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010
Total amount of COD*2	Japan	91.1	76.2	85.6	76.4	84.1
	Overseas	15.4	20.3	13.5	13.7	15.3
	Group total	106.5	96.5	99.1	90.1	99.4
Total amount of BOD*3	Japan	35.1	40.0	45.5	46.7	45.5
	Overseas	4.6	4.7	3.0	5.6	5.5
	Group total	39.7	44.7	48.5	52.3	51.0
Total amount of nitrogen emissions	Japan	290.6	258.8	290.3	286.5	282.3
Total amount of phosphorous emissions	Japan	3.9	4.3	5.0	3.7	9.1

*1 Effluent release into public water bodies
*2 COD (Chemical Oxygen Demand): An indicator of water pollution. COD indicates the amount of oxygen consumed when water-borne pollutants (primarily organic contaminants) are oxidized upon the introduction of an oxidant.
*3 BOD (Biochemical Oxygen Demand): BOD is used to measure the degree of water pollution by determining the reduction in oxygen in the water as it is being used by organisms to decompose contaminants.

Surveying and remediating soil and underground water pollution (FUJIFILM Corporation and its domestic affiliates/Fuji Xerox and its domestic affiliates)

The Fujifilm Group autonomously conducts environmental surveys on soil and underground water pollution. For substances used at manufacturing facilities that have regulated environmental limits, the Group rigorously manages their usage and storage and monitors their concentrations in underground water supplies. We are prepared to deal with any unforeseen pollution incidents in a timely fashion.

URL http://www.fujifilm.co.jp/corporate/environment/preservation/site/leakage/

URL http://www.fujixerox.co.jp/company/public/sr2011/stakeholder/environment/target.html

Legal compliance and reports on complaints

In 2010, there were six violations of environment-related laws and one customer complaint, all of which were immediately addressed. Greater efforts will be made to have exhaustive controls in place and prevent any recurrence.

	Japan	Overseas	Group total
Number of legal violations (number of cases resolved)	0 (0)	6 (6)	6 (6)
Number of complaints (number of cases resolved)	1 (1)	0 (0)	1 (1)

Responses to environment-related complaints and legal violations in fiscal 2010*

FUJIFILM Manufacturing Europe B.V. (the Netherlands)

Incident: A total of 74 kg of a VOC (volatile organic solvent) was discharged by mistake. The solvent was discharged without having been burned because the solvent burner stopped operating for 29 minutes due to equipment overheating.

Response: Since it is known that overheating can be prevented by diluting solvent steam with outside air, manual control will be used for now should the same situation occur again. Also, a dilution function was added to the software for automated control and was subsequently improved, and is now under test. The incident was reported to the relevant authorities. No penalty was imposed.

FUJIFILM Manufacturing Europe B.V. (the Netherlands)

Incident: A total of 20 liters of sulfuric acid residue was disposed of in order to repair a storage tank for sulfuric acid. However, the disposal was performed while a valve connected to a pit for collecting general wastewater was mistakenly left open. Because of this, the pH level fell below its lower limit, 6.5, for 15 minutes.

Response: The incident occurred due to human error and slow responses of the pH meter. Therefore, the operational procedure was reexamined, and the pH meter was replaced with a new one. The incident was reported to the relevant authorities. No penalty was imposed.

FUJIFILM Imaging Colorants Limited (United Kingdom)

Incident: A weekly sampling analysis revealed that organic solvent (DMSO) with a concentration exceeding the specified level flowed into a wastewater treatment facility.

Response: The reason was the existence of an unexpected carryover of the solvent at the time of setting up the plant. As a response, it has been decided to conduct a series of checks regarding the operational procedure when batches of products are produced in the future. The incident was reported to the relevant authorities. No penalty was imposed.

FUJIFILM Omiya Office

Incident: Neighborhood residents complained that the sun did not shine on their houses until 8 AM due to the shape of the roof of the PS building constructed in 1990 and they wanted the shape changed.

Response: Sunshine simulation at the winter solstice confirmed the situation. It was explained that the roof complied with the Building Standards Act and the residents understood the situation. It was also explained that the company would consult with neighborhood residents when making any changes to its buildings or use of the site.

* Relatively minor violations have been excluded.

* Organizations covered in the environmental performance data are, as a general rule, those that are shown in the consolidated financial statements, and are significant in terms of environmental burden. However, certain sales and manufacturing (assembly) subsidiaries are excluded.
Those not shown specifically are included in the tabulation figures above.
Moreover, figures for the Group total may not reflect the sum of each subtotal.

Fujifilm Group Green Policy

Fujifilm Group Green Policy

Basic Policy

"Sustainable development" is the most important issue for our planet, the human race, and all business entities in the 21st century. The Fujifilm Group companies around the world aim to stay at the forefront of efforts to attain this goal in environmental, economic, and social terms. We will strive for customer satisfaction as well as our contributions to "sustainable development" by achieving high environmental quality in products, services, and corporate activities.

Action Guidelines

1. We will promote environmental burden reduction and product safety assurance with the following four items in mind:
   (1) Our efforts are pursued throughout all corporate activities.
   (2) Our efforts are pursued throughout the entire product life cycle.
   (3) We give overall consideration to economic and social implications.
   (4) Biodiversity conservation
2. We will improve our management of chemical substances and the chemical content of products to reduce environmental risks.
3. We will comply with legal regulations as well as Fujifilm Group regulations, standards, and requirements that are individually agreed on.
4. We will strengthen partnerships with our business partners, collaborate in government and industrial activities, and actively participate in community activities.
5. We will actively give full disclosure of the information regarding our involvement in and accomplishment of various environmental activities to all associated individuals, including local communities, governments, and Fujifilm Group company employees, to facilitate open communication.
6. We will heighten the environmental awareness of every Fujifilm Group employee through employee education, so that we can fortify our infrastructure to face the challenges posed by environmental issues in the future.

Fujifilm FY2011 Priority Targets

Priority Targets		Strategies
1. Countermeasures against global warming 30% reduction in CO_2 emissions throughout life cycle of products by FY2020 (vs.FY2005)		(i) Propagate energy conservation measures at production lines throughout the company (e.g. Recovery of exhaust heat, improvement in the efficiency of power generation) (ii) Promote energy conservation at non-production facilities under standardized internal rules (e.g. Settings of air conditioning, lighting) (iii) Implement measures and incorporate technological advancements that help reduce CO_2 emissions at various life cycle stages of products including raw material procurement, distribution, use and disposal (iv) Implement activities to educate employees and their families on reducing their CO_2 footprint (e.g. ICE Project, Safe-driving and eco-driving activities)
2. Enhancement of Design for Environment (DfE)		(i) Efficient use of resources by promoting the 3Rs : Reduce-Reuse-Recycle (products, packaging materials) (ii) Enhance efforts for biodiversity conservation (iii) Enhance DfE evaluation methodology to improve and promote the environmental attribute of products
3. Improvement of chemical substance control		(i) Improve regulatory tracking and response to regulations at various region (especially emerging countries) (ii) Ensure chemical substance information is transferred through the supply chain (iii) Promote use of a new risk assessment model (hazard - exposure table) for chemical substances
4. Enhancement of infrastructure for achieving environmental targets	(1) Environmental protection at production sites	Implement the following activities according to the FUJIFILM Responsible Care (FRC) system (i) Firmly maintain the system of compliance to meet legal requirements and voluntary control limits (ii) Improve systems and processes to ensure proper management of wastes (iii) Reduce waste generation through yield increase, reuse of manufacturing waste, conversion of waste into valuables etc. (iv) Reduce VOC emissions from the film manufacturing process (v) Reduce water use through reuse and other conservation efforts
	(2) Risk management using management systems	(i) Improve quality and efficiency of business by use of IMS and EMS (ii) Expand IMS adoption at production facilities (iii) Enhance risk management for product safety and occupational safety
	(3) Information disclosure and communication of relevant information	(i) Disclose information through various methods proactively (e.g. Sustainability Reports, websites) (ii) Verify adequacy of the current system to meet social requests through dialogue with stakeholders
	(4) Employee education	(i) Educate and train employees in the area of environment, quality, product safety and occupational safety (ii) Promote awareness for the need for biodiversity conservation

Fuji Xerox Priority Targets: Environmental Medium-Term Targets and 2011 Targets

Management Items		2011 Targets	Medium-Term Targets (2013)
Controlling Global Warming			
Facilities & factories	Development & Manufacturing	CO_2 emissions reduction from production and development facilities to 135 kilotons of CO_2 or less (utilize emissions trading)	Absolute CO_2 emissions: reduce CO_2 emissions from production and development facilities to the 2005 level by 2013
	Offices	CO_2 emissions reduction from domestic and overseas offices by 4% relative to 2007	Absolute CO_2 emissions: reduce CO_2 emissions from domestic and overseas offices by 6% relative to 2007
Distribution		Curb CO_2 emissions from product transportation: less than 270 kilotons of CO_2	Curb CO_2 emissions from product transportation: less than 336 kilotons of CO_2
Products and services		CO_2 emissions reduction at the customer level: by 1,431 kilotons of CO_2	Formulate next plan by the end of fiscal 2012
Preservation of Natural Resources			
Products	3Rs	Curb new resource input by reusing parts: more than 1,911 t Recycling rate of recovered parts: Domestic/Asia Pacific (AP) 99.9% / China 99.8%	Curb new resource input by reusing parts: over 3,398 t
	Paper	Use more recycled paper: recycled paper content = more than 68% New sales of FSC certified paper (paper type 1)	Use more recycled paper: recycled paper content = more than 70% Increase the number of FSC-certified products: increase product items for 6 to 9 product lines
Facilities & factories	Production facilities	Reducing water use: by 25% (relative to 2005)	Reduce water use: preparing for this in the next medium-term plan
	Offices	Domestic and overseas sites: achieve zero emissions	Domestic and overseas sites: achieve zero emissions
Reduction in Environmental Risks from Chemical Substances			
Products	RoHS compliance	Ensure compliance with the second stage of the Chinese RoHS: establish a CCC-compliant process	Create strategies for chemical substances in products: substitute, beyond regulation requirements, high-risk chemical substances contained in products
	REACH compliance	Articles: start operating a temporary Article Information Sheet-compliant eGreen system, complete the design phase for the permanent system	As above
Facilities & factories	VOC emission monitoring	VOC reduction : More than 12% reduction in 20 overseas VOCs used	Create chemical substance-related strategies: voluntarily reduce high-risk chemical substances used at operational sites; reduce risks
	Biodiversity	Attempts to establish and assess biodiversity evaluation at lands used for operations	Reduce negative environmental effects, promote employees' understanding of environmental protection
	Measures for dealing with soil and groundwater pollution and PCB	Handle soil and groundwater pollution at 1 domestic site and 2 overseas sites Prepare for PCB treatment (detailed examination of costs)	Reduce pollution risks (3 sites) by FY2012 Treatment of high-density PCB (2011–2016)

Environmental Accounting

Overview of fiscal 2010

- As investment in production-related equipment in factories rose in 2010, environmental-related capital expenditure also increased.
- More specifically, there was an increase of more than 2.4 billion yen for only investment related to the protection of the global environment and to the prevention of pollution associated with the flat panel display manufacturing facilities for which renewal or expansion had been held back in 2009.
- Capital expenditure on the development of energy-saving products and on research concerning energy-saving production processes is around the same as that in 2009.
- Costs including various expenses are around the same as those in 2009.
- The value of environmental conservation benefits is lower because, compared to 2009, there was a rise in production and in the amount of energy such as electricity and natural gas used.

Period of coverage
Fiscal 2010 (April 1, 2010– March 31, 2011)
Scope of environmental accounting
61 domestic companies in the Fujifilm Group (FUJIFILM Holdings, FUJIFILM Corporation and 17 Fujifilm affiliates, Fuji Xerox and 40 Fuji Xerox affiliates, and Toyama Chemical)

Customer benefits

(million yen)

Product	Amount	
	Fiscal 2009	Fiscal 2010
1. High-density magnetic memory materials	4,141	-1,178
2. Pre-sensitized aluminum plate not using plate-making film	21,086	23,651
3. Film for LCDs: WV films	23,263	23,136
4. Digital color multifunction device and printers	10,611	11,310
Total	59,101	56,919

Customer benefits are expressed in monetary terms based on a comparison of environmental burden between the case in which customers use new products they purchased and the case where they use old products. Total customer benefits for 2010 are lower compared to 2009. Notably, customer benefits associated with high-density magnetic memory materials fell because cost per memory density rose. Customer benefits associated with pre-sensitized aluminum plate not using plate-making film increased due to higher product shipment.

Environmental accounting for fiscal 2010

(million yen)

Environmental Conservation Costs					Environmental Conservation Benefits					
	Capital investment		Expenses		Economic impact within the Group			Economic impact outside the Group		
	Fiscal 2009	Fiscal 2010	Fiscal 2009	Fiscal 2010		Fiscal 2009	Fiscal 2010		Fiscal 2009	Fiscal 2010
1. Costs incurred at the business site	1,487	3,502	11,832	9,542						
(1) Environmental damage prevention	850	2,201	6,073	4,911	Reduced pollution levy	2	-4	Reduced SOx emissions*1	0.1	0.005
								Reduced volume of SOx emissions	20 tons	28 tons
								Reduced volume of NOx emissions	158 tons	9 tons
								Reduced VOC emissions*2	55	-70
								Reduced volume of VOC emissions	156 tons	-25 tons
(2) Global environmental protection	594	943	3,005	2,200	Energy conservation	545	-1,443	Reduced CO_2 emissions*3	75	-75
								Reduced volume of CO_2 emissions	47 kilotons	-38 kilotons
(3) Resource recycling	43	358	2,753	2,431	Reduced use of raw materials and resources	7,363	10,935	Reduced waste materials through reuse and recycling*4	10,667	11,092
					Reduced water resource consumption*5	803	-808			
					Recovery and recycling					
					Silver	1,521	1,668	Reduced volume*6	106.7 kilotons	110.9 kilotons
					Polymeric materials	860	875			
					Aluminum materials	317	228	Reuse of aluminum materials	63	80
					Other recycling	331	267	Reduced volume of CO_2 emissions	40 kilotons	40 kilotons
2. Upstream/downstream costs Recovery from the market	11	26	10,584	7,660	QuickSnap recovery, Parts recovered from used equipment	10,069	5,991			
3. Cost of management activities	45	76	9,147	8,079						
4. Research and development costs	1,125	931	17,483	19,804				Customer benefits are shown in the table above.	59,101	56,919
5. Costs for social programs	0	0	86	297						
6. Costs for handling environmental damage Pollution levies	1	11	329	211						
Total	2,670	4,545	49,461	45,593		21,811	17,709		69,961	67,946

Basic items
- Objectives of environmental accounting
1. To provide accurate quantitative information on volumes and economic effects to interested parties within and outside the Group
2. To provide numerical environment-related information useful for decision making by management and supervisors at the working level
- Accounting method
Based on the "Environmental Accounting Guidelines (2005 edition)" published by the Japanese Ministry of the Environment.
1. Depreciation is calculated, in principle, according to the straight-line method over a 3-year period.
2. When costs include expenditures for both environmental and non-environmental purposes, the portion relating to non-environmental purposes has been excluded.
3. Economic impact within the Group: The difference in value terms from the previous year in fines for polluting and usage of energy, raw materials, water, and other resources is accounted for, as well as the real impact of recovery, recycling, and other measures in value terms for the year in question.
4. Economic impact outside the Group: The difference in value terms from the previous fiscal year is shown for SOx, VOCs, and CO_2. For recycling, the anticipated benefit in value terms is shown for the year in question.

*1 SOx emissions reductions: ¥167/ton
Bidding price of SOx emissions credits offered by the United States Environmental Protection Agency in March 2011 (US$2/ton)
*2 VOC emissions reductions: ¥350,000/ton
From the "Economics Evaluation Report on Countermeasures for Harmful Atmospheric Pollutants" issued by Japan Environmental Management Association for Industry, February 2004
*3 CO_2 emissions reductions: ¥1,957/ton
Trading price of EU emissions credit 2011 futures (€ 17.27/ton) at the end of March 2011
*4 Landfill costs for the waste product (¥100/kg)
*5 Water resource consumption reduction: ¥200/ton for clean water supply, ¥200/ton for sewage water times the reductions amount
*6 Volume of recycle and valuable resources in generated industrial waste

Domestic and International Appraisals

Ranking and status of SRI audit

FUJIFILM Holdings has received the following evaluations by external organizations as a corporate group that proactively promotes CSR actions toward sustainable development. It is included in the Socially Responsible Investment (SRI) index listed below. Also listed below are evaluations of FUJIFILM Holdings in domestic and international ranking surveys as of July 2011.

Inclusion in the Dow Jones Sustainability Indexes 2010

Inclusion in the FTSE4Good Global Index

Inclusion in the Morningstar Socially Responsible Investment Index

Survey	Evaluation for FUJIFILM Holdings
14th Nikkei Environment Management Survey (sponsored by Nikkei Inc.)	10th out 475 manufacturers
6th Company Quality Management Survey (sponsored by the Union of Japanese Scientists and Engineers)	1st out 249 companies
Eco Brand Survey 2010 CSR evaluation ranking (Nikkei Business Publications, Inc.)	60th out 560 companies (Eco brand index/deviation: 62.1)
SAM Sustainability Year Book 2011 (Sustainable Asset Management AG)	SAM Gold Class
5th Toyo Keizai CSR Ranking 2011 (Toyo Keizai, Inc.)	4th out 1,132 companies (542.4 points)

Appraisals and awards in fiscal 2010

Recipient	Name and description of the award	Awarding entity
FUJIFILM Corporation	The portable ultrasonic diagnostic imaging machine FAZONE CB received the Gold Award (Minister of Economy, Trade, and Industry Award; i.e., nominated for the Grand Award) in the 2010 Good Design Award.	Japan Industrial Design Promotion Organization
FUJIFILM Corporation	The digital cameras FinePix REAL 3D W3, FinePix F300EXR, and FinePix HS10 and the digital X-ray diagnostic imaging system FUJIFILM DR CALNEO C won the Good Design Award.	Japan Industrial Design Promotion Organization
FUJIFILM Corporation	Exhibition at nano tech 2011: the International Nanotechnology Exhibition and Conference; nano tech Grand Award (the highest award) received.	nano tech 2011: the International Nanotechnology Exhibition and Conference
FUJIFILM Corporation	Sustainability Report 2010 received a Prize for Excellence in the Sustainability Report Awards of the 14th Green Reporting Awards and Sustainability Reporting Awards.	Toyo Keizai Inc.
FUJIFILM Corporation Kanagawa Factory	Minister of Education, Culture, Sports, Science, and Technology Award. (an award given to organizations actively promoting their employees' physical fitness)	Ministry of Education, Culture, Sports, Science, and Technology
FUJIFILM Imaging Colorants, Inc.	SOCMA Silver Award for Performance Improvement Award - Product Stewardship	Society of Chemical Manufacturers and Affiliates (SOCMA)
FUJIFILM Dimatix, Inc.	New Hampshire Governor's Award for Pollution Prevention	New Hampshire Governor and New Hampshire Department of Environmental Protection Services
FUJIFILM Manufacturing U.S.A., Inc. / Env. & Reg. Compliance	Best Special JAKES Event, both National and State awards (awarded to the Neil Cost Chapter headquartered in Greenwood)	National Wild Turkey Federation (NWTF)
FUJIFILM Manufacturing U.S.A., Inc. (Rolling Meadows)	Dischargers Demonstrating Exemplary Compliance for 2008	Metropolitan Water Reclamation District of Greater Chicago
FUJIFILM Electronic Materials U.S.A., Inc.	Preferred Quality Supplier Award	Intel Corporation
FUJIFILM Canada, Inc. FUJIFILM Electronic Materials U.S.A., Inc. FUJIFILM Imaging Colorants, Inc. FUJIFILM Holdings America Corporation FUJIFILM Manufacturing U.S.A., Inc. FUJIFILM North America Corporation	2010 Safety Award: 20 facilities from the noted divisions received the 2010 Safety Awards including 3 "Best in Class" awards	International Imaging Industry Association
FUJIFILM Electronic Materials (Europe) N.V.	Preferred Quality Supplier Award	INTEL
FUJIFILM Imaging Colorants, Ltd. (Grangemouth, UK)	Gold Medal for Occupational Health & Safety	The Royal Society for the Prevention of Accidents (RoSPA)
FUJIFILM France S.A.S. (France)	Imprim'Vert Certificate ("Green printing certification")	P2i / Chambre des Metiers et de l'Artisanat des Yvelines (France)
FUJIFILM Printing Plate (Suzhou) Co., Ltd.	Company conducting tests related to a recycling-oriented economy in Suzhou City	Suzhou Municipal People's Government
FUJIFILM Printing Plate (Suzhou) Co., Ltd.	Company with clean production processes at the Suzhou City Industrial Park	Suzhou City Industrial Park Management Committee
FUJIFILM Hunt Chemicals Singapore Pte.Ltd.	Singapore Chemical Industry Council (SCIC) Responsible Care Award 2010	Singapore Chemical Industry Council (SCIC)
Fuji Xerox Co., Ltd.	Products in three categories (a full-color digital multifunction device for small and medium-sized businesses, full-color digital multifunction devices for offices, and color on-demand publishing systems for high-end professional use) received the Good Design Award.	Japan Industrial Design Promotion Organization
Fuji Xerox Co., Ltd.	A new technology, the Belt-Roll High-Speed Fusing Technology, received the 2011 Technology Prize and the Research Presentation Prize from Japanese Society of Printing Science and Technology.	Japanese Society of Printing Science and Technology
Fuji Xerox Co., Ltd.	Together with Xerox, Fuji Xerox has been placed in the Leader Quadrant of the 2010 Magic Quadrant Managed Print Services (MPS) Worldwide.	Gartner, Inc.
Fuji Xerox Co., Ltd.	*Sustainability Report 2010* received the Special Award in the Sustainability Reporting Award of the 14th Green Reporting Awards, Sustainability Reporting Awards.	Toyo Keizai Inc.