

CSR Management

The Fujifilm Group's CSR Promotion System and Related Policies

We established our Approach to CSR in 2006 in view of the importance of CSR in achieving sustainable growth in an age of tumultuous changes in the business environment, and of its value not only to top management but to each and every employee. Subsequently, seven policy statements (the Green Policy, Social Contribution Policy, Guidelines for Biodiversity, Procurement Policy, Quality Policy, Occupational Health and Safety Policy and Global Security Trade Control Policy) have been established. In 2018, we clearly stated the human right statement and all the employees promote CSR activities.

The Fujifilm Group established the CSR Committee chaired by the President of FUJIFILM Holdings. The Committee takes decisions on the important matters relating to the CSR activities of the entire Group. The CSR Division of FUJIFILM Holdings, which is the Secretariat of the CSR Committee, is responsible ensuring rigorous CSR management by the Fujifilm Group. The CSR Department considers the priority issues for the entire Group, discloses information outside, communicates with stakeholders, supports the CSR activities of Group companies, audits the CSR activities of the entire Group, and operation of the whistle-blowing offices.

The CSR department in each Group company prepares and implements specified plans according to the group-

wide CSR plan. It reviews the annual results and reports on activities to the FUJIFILM Holdings CSR Committee. The Group as a whole moves our CSR activities forward.

Communication with Stakeholders

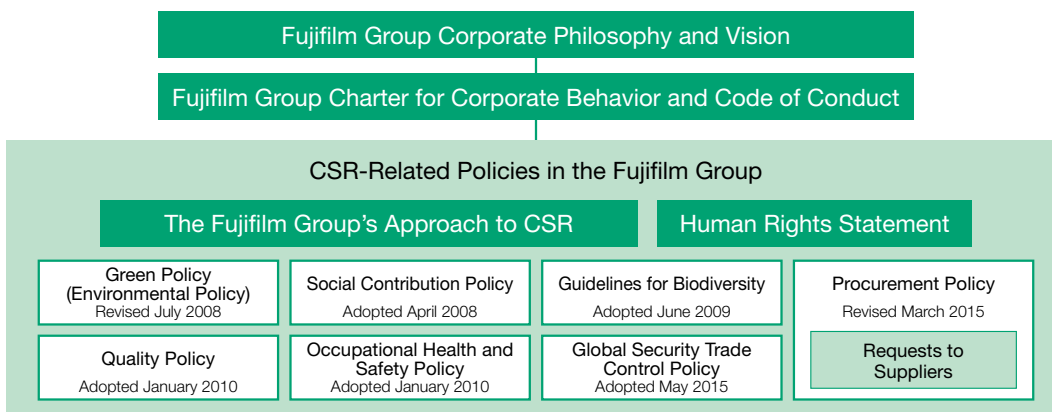
Companies conduct their activities while interacting and maintaining relations with a wide variety of stakeholders, and it is important to listen carefully to their various views and expectations. At the Fujifilm Group, we ensure that we make appropriate information disclosures as well as verifying, at various opportunities, whether or not our business activities are responding to the demands and expectations of all our stakeholders, and reflecting our findings in our business activities.

To ensure that our stakeholders' views are reflected in our CSR activities, we also review them in our Sustainability Report.

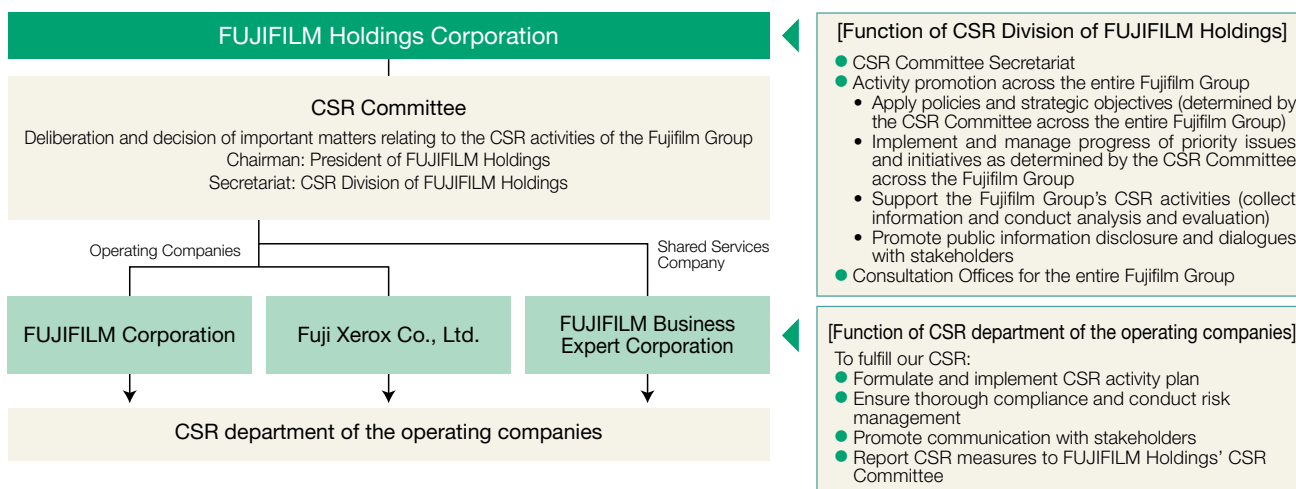
In addition to opinions relating to our CSR activities as a whole, regarding priority issues such as "Environment," "Work Style," etc., we conduct briefings on the content of the activities to external parties, to receive their advice and evaluation.* Looking back over our activities and obtaining the views of external parties in this way provides a good opportunity to reexamine our activities. We plan to continue these efforts to make them better activities in the future.

* See Pages 23, 41, 70, 71.

The Fujifilm Group's Approach to CSR and Related Policies



The Fujifilm Group's CSR Promotion System



Stakeholder Communication TOPICS

Enhancing Group Activities to Implement “Value from Innovation”

We promoted various activities to improve the power of each individual employee’s to trigger innovation, in the drive to implement the Fujifilm Group’s corporate slogan, “Value from Innovation.”

The Innovation Idea Proposals Program introduced in 2016 is open to all employees across the world to submit their ideas concerning our business. This time, the third program has now been held, and the program has solicited ideas for new business that are completely free from our existing business frameworks. Proposals that passed the final selection are now at the stage of considering to start actual businesses. This year, we set up a Warm-Up Session in which Secretariat members and idea proposers discussed proposals and exchanged detailed opinions from diverse viewpoints, thereby refining and improving the quality of the proposals.

At the same time, we are actively holding a range of communication events beyond the borders between our Group companies. This is based on our belief that innovation can be created not only by R&D divisions but also through group-wide discussions between employees in different divisions, such as office staff and factory workers. A number of events were held in FY2017 with many employees participating. Our aim for such events is to provide employees with an opportunity to

learn a wide range of business practices along with the new technologies and services that the Group companies now encompass in order to accelerate creative innovation by finding new problem solutions through wider opinion exchanges.

These events can also provide new insights for individual workers about how to carry out their own tasks. Beyond the normal routine and borders of their roles—whether they are administrative or technical—sharing ideas and information through communications with diverse human resources surely helps people to gain new perspectives on their day-to-day approaches to their work. The topics at these events are not limited to technical issues, but also cover work-related issues, such as Work Style Reform, which has drawn much social attention in Japan in recent years. Employees participating in events express high satisfaction with these opportunities to create new innovation with aspects of CSR.



An interaction event where employees in charge displayed posters with their new products, services, and technologies and enjoyed lively opinion exchanges with participants.

Communicating on the Environment with Local Citizens

As a member of local communities, the Fujifilm Group creates various opportunities for dialogue on the environment with local citizens. In FY2017, four companies comprising the Fujifilm Group (Fujifilm, Fuji Xerox, Fuji Xerox Manufacturing and Fujifilm Techno Products) jointly held the “Fujifilm Group



Environmental dialogue held in Kaisei-machi (on left) and environmental fair that served as a venue for edutainment on environmental protection (on right)

Report on the Environment” event in Kaisei-machi, Kanagawa Prefecture. Presentations on Fujifilm’s activities in the field of the environment for representatives of local community associations, and exchanges of opinions with local communities were followed. Fujifilm’s Kanagawa Factory, Fujinomiya Factory and Yoshida-Minami Factory have also given presentations on their environmental protection activities and environmental dialogue that includes factory tours of their environmental facilities.

These four Fujifilm Group companies jointly participated in the environmental fair held annually at the city office in Minami-Ashigara City, Kanagawa Prefecture. The fair offered visitors a model that demonstrated the ozone-based wastewater treatment system at the Ashigara site and held an environmental quiz session to foster greater understanding of their activities for group-wide environmental protection. Attending the fair were many citizens, including children from the elementary schools they had visited to give environmental lessons.

Dialogue on Activities for Human Rights Due Diligence

In September 2017, Fujifilm participated in the Business and Human Rights Conference in Tokyo, hosted by Caux Round Table Japan (co-hosted by the Institute for Human Rights and Business), and held individual meetings with human rights experts from across the world. We presented our Group CSR procurement activities, including from the aspect of employees’ human rights, and sought opinions and advice from them on the Human Rights Statement that was still being developed at that time on the details of the statement, its relationship with other policies and methods for promoting greater awareness and related measures within the organization. We received praise from experts for including the opinions that were expressed in the previous year’s dialogue in the text of the Statement.

They expressed the hope for activities to continue after the introduction of the Statement, including human rights issues that require attention in the supply chain and measures to provide remedy for suppliers, etc. Based on these valuable opinions, we are scheduled to assess the potential risks in the supply chain (see Page 45) based on the Human Rights Statement adopted in June 2018. We plan to use the information gathered for concrete action and activities in the future.



Dialogue with international experts on human rights