

of the history of the sources of our mineral supplies to identify whether there has been any armed intervention in our supply chain.

In the review conducted in FY2017, the supplier response rate reached 100%, and the percentage of conflict free smelters (CFSs)\*2 reached 46.2%, up by 6.2 percentage points over the previous year. Also, there are no information suggesting armed intervention. For FY2018, our target is to maintain the response rate at 95% or higher, and further effort will be made to improve data accuracy.

We are requesting our partners and suppliers to use conflict free smelters certified by RBA and other organizations, and will promote activities for responsible mineral procurement, in cooperation with our various stakeholders in the future.

\*1 Japan Electronics and Information Technology Industries Association (JEITA): This industry organization aims to foster the sound production, trade, and consumption of electronic devices and components, thereby contributing to economic development and cultural promotion in Japan.

\*2 Percentage of conflict free smelters: The percentage of smelters designated in our supply chain that have obtained conflict-free certification by RBA, etc.

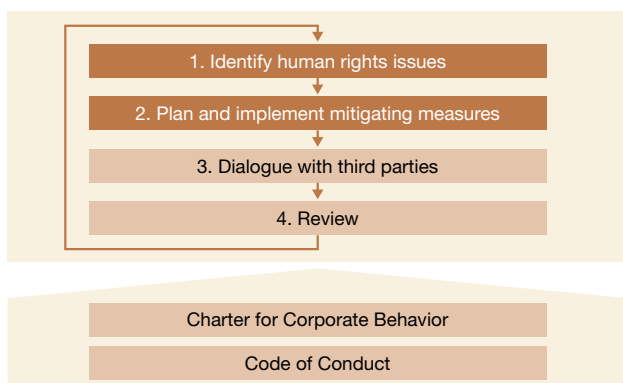
## ● Respect for Human Rights

Recognizing the importance of respect for basic human rights, the Fujifilm Group explicitly declares its determination to implement this in the Fujifilm Group's Charter for Corporate Behavior and the Fujifilm Group's Code of Conduct, and organizes regular training programs to these ends.

Since 2012, we have been participating in the Stakeholder Engagement Program (SHE) organized by the Caux Round Table. As a result of human rights issues for each industry studied in the Program\*1, we have been working since 2015 to identify and address human rights issues in the Group\*2. In the face of the expanding regulatory control on human rights issues, such as the Modern Slavery Act in the UK, California Transparency in Supply Chains Act, etc., and through dialogue with international human rights NGOs in FY2016, we have placed top priority on identifying and addressing potential human rights issues in the supply chain and with employees in the Group and have organized activities for CSR procurement collaborating with our suppliers (see Pages 43-44) and promoted CSR activities within the Group.

We have conducted our CSR procurement activities in Japan, China and the United States and conducted internal

### ▼ Human Rights Due Diligence Process



audits for the production sites of the Group. To expand the scope of our activities to other regions, to organize preliminary studies of response measures to be taken if a problem is discovered and to further strengthen and disseminate awareness of human rights issues within the Group, we decided to establish an independent policy, in addition to

### ▼ Human Rights Issues Considered Important for the Chemical and Construction Materials Industries

Key Human Rights Issues		In our group	Contractor/Cooperation company	Supply chain
<b>Core operation/Supply chain</b>				
Workplace condition	Working hours	◎	◎	◎
	Health and safety	◎	○	○
	Disciplinary measures	○	—	○
Discrimination	During work	○	○	○
	Risks to children	—	—	○
Child labour	Minimum age	—	—	○
	Working hours and conditions of employment	—	—	○
	Employment of young workers	—	○	○
Forced labour	Deposits and papers	—	○	○
	Forced overtime	◎	◎	◎
	Trafficking in human	—	—	○
Freedom of association	Freedom of association and collective bargaining	○	○	○
	Conflict with local law	○	○	○
<b>Community</b>				
Resources	Use of natural resources (water, land, etc.)	◎	—	◎
<b>Society and Government</b>				
Relations with governments	Bribery and corruption	◎	—	—
	Governments with poor human rights records	○	—	○
Relationship with consumers	Health and safety			

◎: Most important ○: Important

### ▼ Potential Human Rights Issues in the Fujifilm Group

- (1) Long working hours and forced labor risks at suppliers
- (2) Human rights abuse risks toward workers at contractors
- (3) Physical and financial damage risks for local community caused by inappropriate procurement of raw materials for consumables (including environmental destruction)
- (4) Physical damage risks for local community caused by environmental destruction around factories
- (5) Physical damage risks for employees caused by inappropriate management on chemical substance
- (6) Human rights abuse (physical damage) risks caused by unexpected use of our products and services
- (7) Physical damage risks for local community caused by destructive actions on environment such as illegal dumping

	Procurement	R&D	Manufacturing	Transportation	Customer use	Disposal/Recycling
<b>Imaging Solutions</b> (Digital cameras, etc.)	(1), (2)	(4), (5)	(4), (5)	(2)		(5), (7)
<b>Healthcare &amp; Material Solutions</b> (Medical equipment, etc.)	(1), (2)	(4), (5)	(4), (5)	(2)	(6)	(5), (7)
<b>Document Solutions</b> (Office products and printers, etc.)	(1), (3)	(4), (5)	(4), (5)	(2)		(5), (7)