

● Compliance

As a set of fundamental policies, we have formulated the Fujifilm Group Charter for Corporate Behavior and Code of Conduct. The Fujifilm Group Code of Conduct is established to guide each employee to act and behave in compliance with laws, regulations and social ethics and make it clear that we give first priority to compliance in our business activities through Fujifilm Group Compliance Statement.

In FY2017, in response to the inappropriate accounting practices uncovered at overseas subsidiaries of Fuji Xerox, consolidated management of compliance activities by FUJIFILM Holdings, Fujifilm and Fuji Xerox has been strengthened, with training programs aimed at greater awareness of compliance throughout the Group, especially in other countries, a communication from top management on the website, and compliance awareness surveys (see Page 50).

We have already introduced a separate whistle-blowing system in each company. In addition, to ensure that the system is effective, we have also established the FUJIFILM Holdings Hotline, through which any employee in the Group is able to report directly to FUJIFILM Holdings, in the drive for early detection of violations (see Page 50).



Rank-based training programs to boost awareness of compliance in other countries, covering all employees. Scene from meeting of representatives in the Asia-Pacific region.

● Risk Management

At the Fujifilm Group, actions on risk prevention and measures for risk issues that have emerged at each business company are managed and reported to the secretariat of the CSR Committee through the designated procedure. Major risk issues are reviewed and appropriate corrective measures are implemented by the CSR Committee. In addition to management at each company and division, major risk issues for the Group are examined each year, with attention given to social and environmental changes, probability of risks projected for each business field and the impact on business management. Responses to each risk are reconsidered, and action is taken on a global scale.

In FY2017, in response to inappropriate accounting practice at overseas subsidiaries of Fuji Xerox, we have prompted further enhancement of risk management for the entire Group. Especially in the Fuji Xerox and its Group companies, risk management committees were newly set up at each company, apart from Fuji Xerox headquarters, to promote comprehensive crisis management and recurrence prevention in emergency situations and to reinforce risk management and risk control activities under normal conditions. The minutes of the risk management committee meetings held at the Group companies are reported as occasion arises to the Compliance & Risk Management Division of the CSR Committee* Secretariat at Fuji Xerox.

In regard to business continuity plan (BCP), worldwide environmental changes are increasing the risk of natural disasters. In Japan, further improvements in the Group's response to wide-area disasters, in the face of the risk of the Nankai Trough earthquakes expected to occur in the ocean to the east, southeast and south of Japan, a major earthquake anticipated to occur in the Tokyo area and the possible eruption of Mount Fuji, have been marked out as issues to be tackled, and efforts are underway to add to the BCP and upgrade measures to deal with these projected disasters.

* Changed its name to Compliance & Risk Management Committee in July 2018.

▼ Fujifilm Group Risk Management System

