

## MODERN SLAVERY AND HUMAN TRAFFICKING

### INTRODUCTION FROM THE MANAGING DIRECTOR OF FUJIFILM DIOSYNTH BIOTECHNOLOGIES UK LIMITED

FUJIFILM Diosynth Biotechnologies UK Limited is a dedicated biopharmaceutical contract development and manufacturing organisation (CDMO) business with development and manufacturing sites in Billingham and Wilton, Teesside.

We are a part of the group of companies owned by FUJIFILM Corporation (“**FUJIFILM Group**”). Our ultimate parent company is FUJIFILM Holdings Corporation. Both FUJIFILM Holdings Corporation and FUJIFILM Corporation have their head offices in Japan.

The FUJIFILM Group are dedicated to developing mutually beneficial partnership relationships with suppliers. Through our procurement policies and procedures the FUJIFILM Group foster social and environmental responsibility, while encouraging fair trade and free enterprise in international markets.

The FUJIFILM Group are committed to improving our practices to combat any kind of slavery and human trafficking. Companies within the FUJIFILM Group are required to conduct their activities in accordance with the [FUJIFILM Group Charter for Corporate Behaviour](#) and the [FUJIFILM Group Code of Conduct](#) which cover a variety of ethical business principles including the prevention of slavery and human trafficking in the activities of such companies. As part of the FUJIFILM Group’s commitment to these principles, in June 2015 FUJIFILM Corporation adopted the FUJIFILM Corporate Social Responsibility Procurement Guidelines for suppliers (“**Supplier Guidelines**”) under which suppliers to FUJIFILM Corporation are requested to commit to ethical business principles in a number of areas where human rights can be affected. These include the prohibition of forced labour, child labour and inhumane treatment. Whilst progress has been made, the Supplier Guidelines are still in the process of being rolled out to FUJIFILM Group companies outside of Asia. However FUJIFILM Corporation has made further progress in its local CSR Procurement activities and its commitment to respect for human rights as evidenced by the following articles:

<http://www.fujifilmholdings.com/en/sustainability/svp2017/process/policy03/valuechain/01.html>

<http://www.fujifilmholdings.com/en/sustainability/svp2017/process/policy03/cprm/04.html>

### ORGANISATION STRUCTURE

FUJIFILM Diosynth Biotechnologies UK Limited employs over 500 permanent staff. Whilst our operations are based in the UK, we market and sell our services and products to customers based in various countries around the world. We have an annual turnover of £76.2 million.

### OUR BUSINESS

FUJIFILM Diosynth Biotechnologies UK Limited is a part of the wider FUJIFILM Diosynth Biotechnologies dedicated biopharmaceutical CDMO organisation which also comprises FUJIFILM Diosynth Biotechnologies USA Inc. and FUJIFILM Diosynth Biotechnologies Texas, LLC, which have development and manufacturing sites in Research Triangle Park, North Carolina, USA, and College Station, Texas, USA respectively. Globally the FUJIFILM Diosynth Biotechnologies

organisation have over 30 years of clinical and commercial experience in biopharmaceutical development and cGMP manufacturing.

We are a major employer in the Teesside region. At our manufacturing site in Billingham we have highly flexible clinical and commercial cGMP facilities for both microbial fermentation and cell culture production. Across all our local sites (which includes our new facility in Wilton) we also provide state-of-the-art R&D and manufacturing support services and all the necessary quality and regulatory support through an independent quality unit to ensure international regulatory requirements are met.

## **OUR SUPPLY CHAINS**

Our supply chains include: purchase of associated services, raw materials, resins, consumables and components for use in biopharmaceutical research and manufacture. We source some of these items from suppliers based in the UK but we also source items from other countries, mainly Europe and the USA.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We comply with the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#) which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and promoting this approach in our supply chains.

## **OUR PROCESSES TO PREVENT SLAVERY AND HUMAN TRAFFICKING**

All FUJIFILM Group staff around the world are required to abide by the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#) in order to ensure that all FUJIFILM Group companies exhibit and promote ethical business activities. FUJIFILM Group companies are required to complete an annual checklist which requires them to answer questions on their measures to prevent forced and child labour in connection with their compliance with the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#).

For the products that we sell that are ultimately sourced from FUJIFILM Corporation (if any), FUJIFILM Corporation procurement staff are expected to identify and assess potential risk areas in the supply chain and work with suppliers in those areas in order to seek to establish that those suppliers act in accordance with the Supplier Guidelines.

As part of our own initiatives to identify and manage risk for products that we source ourselves and for services, our procurement staff work to mitigate the risk of slavery and human trafficking occurring in our supply chains.

The following policies and procedures are in place at FUJIFILM Diosynth Biotechnologies UK Limited:

- Anti-corruption Policy
- Code of Ethics
- Whistle Blowing Policy

- Equality Policy
- Dignity Policy

We have assessed the WHO Global Slavery Index and we did not source any materials or services from a supplier based in any of the top fifteen countries in that Index.

We ensure that suppliers of local facility management services at Billingham provide both national minimum wage and national living wage and suitable conditions of employment.

#### **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We promote action to ban slavery and human trafficking from our supply chain.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation (if any), suppliers of those products are requested to commit to the ethical business principles set out in the Supplier Guidelines. Further, FUJIFILM Corporation aim to reflect those standards in cooperation agreements with suppliers and business partners. The Fujifilm Supplier CSR Checklist was being used by the suppliers and business partners responsible for over 70% of the total procurement amount for each business division in FUJIFILM Corporation and the FUJIFILM group companies within China by the end of March 2017. During the current financial year FUJIFILM Corporation are following up with suppliers and business partners who have already completed the checklist to confirm their responses against their actual activities. After this work is completed, FUJIFILM Corporation will expand the use of the checklist to other suppliers and business partners.

For products and services we expect our suppliers to sign onto our “Supplier Agreements and/or “Service Level Agreements”. For some services “Duty of Care” audits are conducted including a review of employee working conditions, training and an antislavery statement. Furthermore, we are currently undertaking a project to update the documentation that our suppliers sign up to which will include detailed obligations and undertakings around modern slavery and human trafficking.

#### **TRAINING**

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business we provide training to our procurement staff. Training on the policies and procedures listed above is already in existence and recorded.

#### **FURTHER STEPS**

At a FUJIFILM Group level, FUJIFILM Holdings Corporation are now finalising a Human Rights Policy to strengthen its commitment to important human rights matters such as the elimination of slavery and human trafficking and expect to publish this during the current financial year. In addition it is anticipated that suppliers and business partners to FUJIFILM companies in North America will start utilising the Supplier Guidelines during the current financial year with those to FUJIFILM’s European companies to follow later in 2018.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Adoption of the Supplier Guidelines into our own procurement activities once introduced into Europe by the FUJIFILM Group.
- Update to standard supplier contractual documentation to include more extensive anti-slavery and anti-corruption clauses.
- Specific training of our procurement team re modern slavery and human trafficking.
- Vendor Assurance Questionnaire Form update to include more specific questions.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for FUJIFILM Diosynth Biotechnologies UK Limited for the financial year ending 31 March 2017.



Steve Bagshaw  
Managing Director

**FUJIFILM DIOSYNTH BIOTECHNOLOGIES UK LIMITED**

Date: 30<sup>th</sup> September 2017