

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, 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. The [FUJIFILM Holdings Corporation 2016 Sustainability Report](#) makes reference to the activities which have been undertaken by FUJIFILM Corporation in support of the Supplier Guidelines (see pages 35 and 43 to 45) as well as its activities to strengthen its commitment to respect for human rights (see in particular pages 39 and 59). The Supplier Guidelines will be rolled out to FUJIFILM Group companies outside of Asia during the current financial year.

ORGANISATION STRUCTURE

FUJIFILM Diosynth Biotechnologies UK Limited employs over 500 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 £55 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 we also provide state-of-the-art 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. FUJIFILM Corporation held briefing sessions for these suppliers and business partners seeking to increase their understanding. In order to monitor their efforts in relation to Corporate Social Responsibility, a Fujifilm Supplier CSR Checklist was deployed and during the year FUJIFILM Corporation commenced work to ensure that by the end of next year (31 March 2017) it will be being used by the suppliers and business partners responsible for over 80% of the total procurement amount for each business division in Fujifilm Corporation and the FUJIFILM group companies within China.

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.

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.

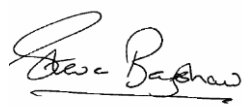
FURTHER STEPS

At a FUJIFILM Group level, FUJIFILM Holdings Corporation aim to formulate a Human Rights Policy to strengthen its commitment to important human rights matters such as the elimination of slavery and human trafficking to sit alongside the [FUJIFILM Group Charter for Corporate Behaviour](#) and the [FUJIFILM Group Code of Conduct](#). In addition the Supplier Guidelines will be rolled out to FUJIFILM Group companies outside of Asia during the current financial year.

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
- Introduction Awareness training in modern slavery and human trafficking for all staff
- Awareness Poster
- Awareness Event
- Vendor Assurance Questionnaire Form update to include more specific questions.
- Establish Recruiting Compliance Principles with the recruitment agencies we work with including an anti-slavery/human trafficking disclosure statement.

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 2016.



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Steve Bagshaw
Managing Director

FUJIFILM DIOSYNTH BIOTECHNOLOGIES UK LIMITED

Date: 30th September 2016