

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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.

FUJIFILM Holdings Corporation published the [FUJIFILM Group Human Rights Statement](#) in June 2018. This applies to all personnel in the FUJIFILM Group and all business partners associated with the provision of any products and services of any FUJIFILM Group company are also expected to comply with this Statement. Recognizing the slavery and human trafficking impact of the conflict minerals issue, the [FUJIFILM Group's stance toward the issue of responsible minerals procurement](#) is also made clear in more detail on the FUJIFILM website and FUJIFILM Group companies are obliged to undertake the required actions in this area.

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 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 (including in the context of conflict minerals). The Supplier Guidelines have also been adopted by FUJIFILM Group companies in other parts of Asia and North America and will continue to be introduced at other FUJIFILM Group companies.

In addition through its adoption of its Sustainable Value Plan 2030 (SVP 2030) in August 2017, FUJIFILM Holdings Corporation’s stated goal is to become a corporation that promotes social innovation involving all employees and action on social issues from a long-term perspective. In connection with the 15 priority issues established in the six areas of the environment, health, daily life, work style, supply chain and governance, enhancing management of the entire supply chain from the viewpoint of Corporate Social Responsibility has been established as one of the particular priority areas.

ORGANISATION STRUCTURE

FUJIFILM Diosynth Biotechnologies UK Limited employs over 730 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 £125.981million.

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 and Biogen (Denmark) Manufacturing ApS, a newly acquired FUJIFILM Diosynth Biotechnologies group company which has a manufacturing site in Hillerod, Denmark. Globally the FUJIFILM Diosynth Biotechnologies organisation has 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 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](#), [FUJIFILM Group Code of Conduct](#), and [FUJIFILM Group Human Rights Statement](#) 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 to prevent and mitigate any human rights abuses.

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](#), [FUJIFILM Group Code of Conduct](#), and [FUJIFILM Group Human Rights Statement](#) in order to ensure that all FUJIFILM Group companies exhibit and promote ethical business activities.

FUJIFILM Holdings Corporation conducts annual screening of priority risk issues (including potential ones) in business processes at all FUJIFILM Group companies. All FUJIFILM Group companies identify priority risk issues, plan and execute necessary measures to address those issues, and manage their results. Priority issues for the FUJIFILM Group as a whole, based on the review results for each FUJIFILM Group Company, and the results of action implemented are reported to, and deliberated on by, the FUJIFILM Holdings ESG Committee and reported to the Board of Directors of FUJIFILM Holdings Corporation. This includes human rights issues. Human rights are specified explicitly as one of the perspectives requiring attention at each FUJIFILM Group Company in review of our priority risk

issues. If a FUJIFILM Group Company has identified any human rights risk, it is required to develop and implement preventive and mitigating measures.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from FUJIFILM Group companies in certain other part of Asia and North America (if any), procurement staff in those companies 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 team work to mitigate the risk of slavery and human trafficking occurring in our supply chains. One example of this work is the introduction, during 2019, of revised vendor terms and conditions and vendor rules of engagement that clearly set out our expectations of our vendors in terms of adherence to anti-corruption laws and modern slavery. Acceptance of our terms and conditions and rules of engagement enable our procurement team to determine the most appropriate, reliable and sustainable supply chains and inform our vendor scorecard system implemented during 2016.

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

- Anti-corruption Policy
- Code of Conduct
- Whistle Blowing Policy
- Equality Policy
- Dignity Policy
- Behavioural Competency Framework

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

The FUJIFILM Group promotes actions to ban slavery and human trafficking from its supply chain mainly with the framework of ethical procurement.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from FUJIFILM Group companies in certain other parts of Asia and in North America (if any), suppliers of those products are requested to commit to the ethical business principles set out in the Supplier Guidelines. The Supplier Guidelines cover items listed in the [FUJIFILM Group Charter for Corporate Behaviour](#), [FUJIFILM Group Code of Conduct](#), and [FUJIFILM Group Human Rights Statement](#) that FUJIFILM Group companies request their suppliers to follow, as well as all the items covered in the Code of Conduct of the Responsible Business Alliance (RBA).

FUJIFILM Corporation also use the FUJIFILM Group Supplier CSR Checklist to assess suppliers' compliance with the Supplier Guidelines where considered necessary. As a result of suppliers completing these Checklists since FY2015, primary suppliers in Japan, Europe and the US have been assessed as a low CSR risk. In the year ending 31 March 2019, FUJIFILM Corporation have extended the request to complete these Checklists to other suppliers in Japan and Europe. In addition FUJIFILM Corporation conducted audits of suppliers to its Chinese manufacturing subsidiary and requested correction of risk factors.

For products and services we expect our suppliers to sign "Supplier Agreements and/or "Service Level Agreements" containing obligations about Modern Slavery. Furthermore, we have an ongoing project to review our key supplier contract terms.

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 relevant staff. Training on the policies and procedures listed above is already in existence and recorded.

FURTHER STEPS

With effect from 1 April 2019, FUJIFILM Holdings Corporation revised the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#). They have been translated into 24 languages and global education by e-learning is being carried out including disseminating the [FUJIFILM Group Charter for Corporate Behaviour](#) and [FUJIFILM Group Code of Conduct](#) and the [FUJIFILM Group Human Rights Statement](#) to all FUJIFILM Group employees.

To combat the human rights risk within the supply chain, FUJIFILM Group companies will continue to promote the actions with the framework of ethical procurement. In the current year, they will monitor the improvement status of those suppliers where human rights related risks were found and correction measures specified.

Following a review of the effectiveness of the steps we have taken 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
- Continue our on-going project to review our key suppliers' contracts
- Continue to roll out our Vendor Score Card system through our supply chain

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 2019.



Steve Bagshaw
Managing Director

FUJIFILM DIOSYNTH BIOTECHNOLOGIES UK LIMITED

Date: 24th September 2019

This statement was approved by the Board of Directors of FUJIFILM Diosynth Biotechnologies UK Limited on 24th September 2019