

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION FROM THE CHIEF OPERATING OFFICER 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 the North East of England.

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.

As a global organisation providing customers with innovative product and service solutions around the world, the FUJIFILM Group is involved in the procurement of numerous materials, components and services. In this role the FUJIFILM Group acknowledges that it is responsible for ensuring the quality and safety of its product and service solutions and appropriately managing the supply chain of materials, components and services used in their production. The FUJIFILM Group is also a significant user of services within its organisation at both at a global and local level. In response to ever increasing social demands, the FUJIFILM Group are keen to fulfil its social responsibilities across its entire supply chain. The scope of this responsibility covers the global environment, ethics, human rights, health and safety and other labour conditions of those working within the supply chain from a corporate social responsibility perspective. FUJIFILM Holdings Corporation has signed up to United Nations Global Compact, a voluntary initiative that encourages companies to undertake fair operations in the area of human rights, labour, environment and anti-corruption.

Under a partnership with its suppliers based on mutual understanding and trust, the FUJIFILM Group aims to build a more robust and sustainable supply chain through socially responsible procurement that reduces business risks in the supply chain and increases the competitiveness and corporate value of all parties in the chain. As part of these activities, the FUJIFILM Group continues to improve its 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](#) (as revised and updated with effect from 1 April 2019) which cover a variety of ethical business principles including the prevention of slavery and human trafficking in the activities of such companies.

The [FUJIFILM Group Human Rights Statement](#) applies to all personnel in the FUJIFILM Group. All business partners associated with the provision of any products and/or services of any FUJIFILM Group company are also expected to comply with this Statement. This is driven by a belief that respecting the human rights of workers in the supply chain increases productivity and moral action, which in turn leads to the provision of better products and services, as well encouraging innovation. During the year, the FUJIFILM Group adopted two important new policies enhancing our measures in the field of human rights. Firstly the [FUJIFILM Group Global Healthcare Code of Conduct](#), recognising our increasing business in healthcare, was issued and training provided to all FUJIFILM Group employees involved in healthcare business around the world. In addition the [FUJIFILM Group AI Policy](#) established basic principles for the application of AI technology, such as respect for human rights and fair and appropriate use of the technology, for our various businesses to guide the drive to accelerate the use of technology to resolve social issues.

The FUJIFILM Group aim to develop together with its suppliers by encouraging them to take initiatives in CSR activities to spread such positive effects. 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, FUJIFILM Corporation has designed a Sustainable Procurement Promotion Program that covers (1) dissemination of procurement-related policies (including the FUJIFILM Corporate Social Responsibility Procurement Guidelines for suppliers (“**Supplier Guidelines**”) which 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; (2) risk assessments of suppliers in high risk areas; and (3) requests to improve any supplier facing CSR risks together with offers of support. The program is run cyclically to check on suppliers to ensure improvements have been made. This Sustainable Procurement Promotion Program has also been adopted by certain FUJIFILM Group companies in other parts of Asia, in Europe and in North America and will continue to be introduced at other FUJIFILM Group companies.

In addition FUJIFILM Holdings Corporation's stated goal under its Sustainable Value Plan 2030 (SVP 2030), 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.

This report also covers an entire year during which the world has suffered from the effects of the global COVID-19 pandemic. Throughout the year all FUJIFILM Group companies took continued action to help prevent the spread of COVID-19 and to protect the safety and wellbeing of its staff and those of its suppliers and customers by reducing and/or eliminating the requirements for non-essential travel and/or face-to-face meetings. All FUJIFILM staff around the world who can work from home were enabled and encouraged to do so. Although the COVID-19 pandemic has affected some of the efforts to visit higher-risk supplier sites to audit their CSR status, all other CSR activities continued unaffected in the year. We will continue to take actions as are appropriate in this area during the coming year.

## **ORGANISATION STRUCTURE**

FUJIFILM Diosynth Biotechnologies UK Limited employs over 856 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 £125.9 million in FY2019.

## **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 FUJIFILM Diosynth Biotechnologies Denmark ApS, 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 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 certain FUJIFILM Group companies in other parts of Asia, Europe and North America (if any), procurement staff in those companies are expected to operate the Sustainable Procurement Promotion Program in order to seek to establish that 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 by managing our suppliers based on a vendor scorecard system which tracks adherence of vendors to agreed contract terms. Our standard vendor terms set out our expectations of

our vendors in terms of adherence to anti-corruption laws and modern slavery.

In 2020 the companies forming the FUJIFILM Diosynth Biotechnologies organisation launched an enhanced Environmental, Social and Governance (ESG) program to further develop and unify the existing CSR activities that have been undertaken at the four FUJIFILM Diosynth Biotechnologies sites to date in furtherance of, and in addition to, the SVP 2030. This program will see the adopt of a comprehensive vendor code covering compliance matters including matters relating to modern slavery and human trafficking.

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

- Anti-corruption Policy
- Code of Conduct
- Healthcare 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 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) as set out in the Supplier Guidelines.

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, primary suppliers in Japan, Europe and the USA have been assessed as a low CSR risk. FUJIFILM Corporation continues to extend the request to complete these Checklists to other suppliers in Japan, Europe and the USA. In cases where significant risk is identified, FUJIFILM Corporation conduct on-site CSR audits. A significant number of additional suppliers in China and Vietnam were audited during the year resulting in requirements in certain cases to correct some employee rights issues (including overtime hours and annual holidays used). As a result of these activities and those carried out in the previous year, the requested improvements have been confirmed in most cases.

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**

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

## **CORPORATE SOCIAL RESPONSIBILITY**

FUJIFILM Diosynth Biotechnologies UK Limited is committed to improving its CSR performance and currently undertakes a third party audit with regards to CSR annually. FUJIFILM Diosynth Biotechnologies UK Limited achieved a Gold Award for CSR performance from Ecovadis in 2020. This places FUJIFILM Diosynth Biotechnologies UK Limited in the top 6% of companies audited by Ecovadis.

## **FURTHER STEPS**

To combat human rights risks within the supply chain, FUJIFILM Group companies will continue to promote actions with the framework of ethical procurement.

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:

- Participate in the FUJIFILM Diosynth Biotechnologies organisation ESG program
- 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 2021.

DocuSigned by:  
*Paul Found*  
Signer Name: Paul Found  
Signing Reason: I approve this document  
Signing Time: 29-Sep-2021 | 17:32:53 BST  
49D57BBD183E4C09AD78D5AF2E27EEA0

Paul Found  
Chief Operating Officer  
FUJIFILM Diosynth Biotechnologies UK Limited

Date: 29<sup>th</sup> September 2021

This statement was approved by the Board of Directors of FUJIFILM Diosynth Biotechnologies UK Limited on 29<sup>th</sup> September 2021.