

Fujifilm Holdings Corp. (Fujifilm)

TICKER
 4901

MARKET CAPITALIZATION
 US\$31.4 billion

HEADQUARTERS
 Japan

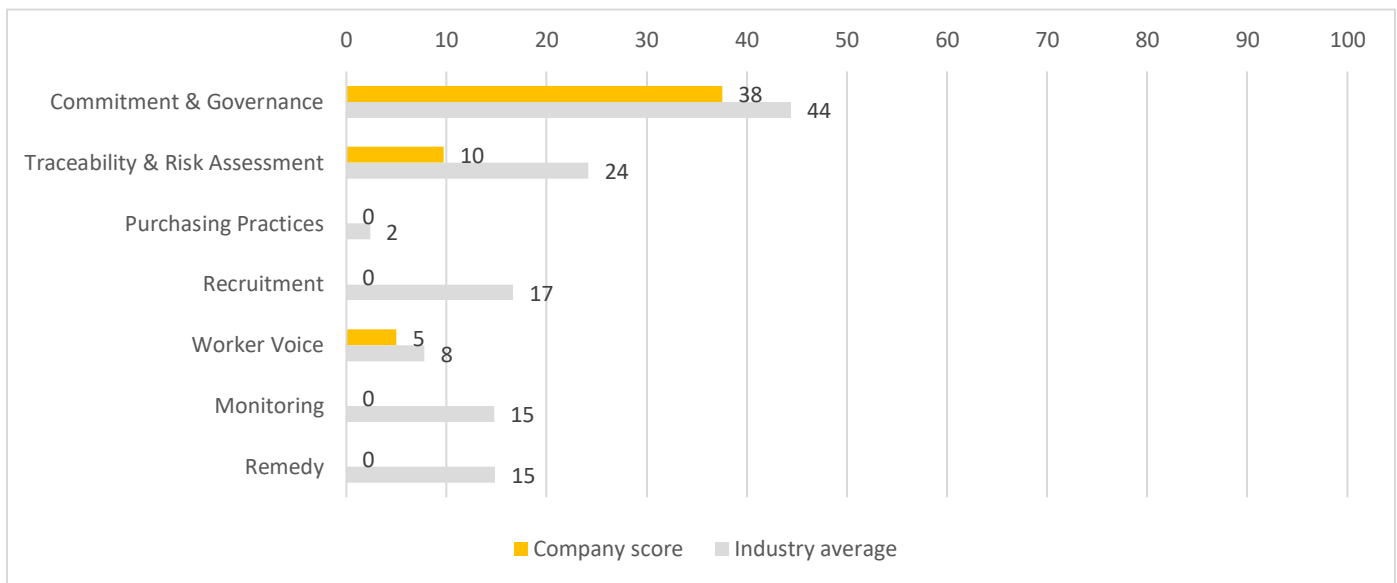
DISCLOSURES
[UK Modern Slavery Act](#): Yes (Disclosure of Subsidiary)

[California Transparency in Supply Chains Act](#): Yes (Disclosure of Subsidiary)

[Australia Modern Slavery Act](#): Yes (Disclosure of Subsidiary)

OVERALL RANKING
45 out of 60

(2020 Performance)

OVERALL SCORE
9 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN¹
 Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK SOURCING COUNTRIES
 China

SUMMARY

Fujifilm Holdings Corp. (Fujifilm), a technology hardware company supplying to companies such as Hewlett Packard Enterprise, ranks 45th out of 60 companies. Since 2020, the company has improved by disclosing information on internal responsibility for the implementation of its supply chain policies addressing forced labour, and a supply chain risk assessment. The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Recruitment, and Monitoring.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to disclose forced labour risks across different tiers of its supply chains and disclose how it engages with relevant stakeholders to address forced labour risks identified. The company is further encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers, information on its below-first-tier suppliers, and the countries from which it sources raw materials at high risk of forced labour.

Recruitment: While the company has in place a policy that asks suppliers to check whether illegal fees are taken from workers, the company is encouraged to update its policy to require that workers in its supply chains are not charged any fees during any recruitment-related process. The company is encouraged to require that such fees are paid by the employer (“Employer Pays Principle”) and disclose how it ensures the implementation of this through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly.

Monitoring: The company discloses carrying out on-site checks at suppliers in China and Asia. The company is encouraged to adopt and disclose information on its supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and, in particular, using worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers’ rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as a breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain’s [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company’s positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).