

# Fuji Xerox Australia

## Modern Slavery Statement



# From our Managing Directors



Fuji Xerox Australia Pty Ltd and CSG Limited (collectively, “we” or “our”) are proud to be issuing our first joint Modern Slavery Statement as required by the Australian *Modern Slavery Act 2018* (Cth) (“Modern Slavery Act”) and join with other Australian corporates to help eradicate serious exploitation from our operations and supply chains. We have long supported the ten principles of the United Nations Global Compact Network in Australia to address human rights, labour rights, environmental initiatives, anti-corruption and the fight against slavery in supply chains. We understand that there are inherent risks of modern slavery in all business operations and supply chains and that, as indicated by the United Nations (UN) and Walk Free Foundation, this Commonwealth initiative comes at a time when over 40 million people globally are living in slavery, more than ever before\*. We also understand that Australia is not immune to such risks.

In preparing this Modern Slavery Statement we have been guided by the Modern Slavery Act to disclose our structure, operations and supply chains, the risk of modern slavery practices in our operations and supply chains, the actions we have taken to address modern slavery risks, our assessment of the effectiveness of these actions and our process of consultation with internal and external stakeholders.

We are committed to improve the maturity of our response to modern slavery risks over time. We understand that we may come across modern slavery practices and will learn from our experiences (and those of other Australian corporates) to eradicate such serious exploitation and continuously improve in partnership with our employees, suppliers and our business partners. We firmly believe that together we can make a difference.

A handwritten signature in black ink, appearing to read "T. Togo".

**Takayuki Togo**  
*Managing Director*  
Fuji Xerox Australia Pty Ltd

A handwritten signature in black ink, appearing to read "Ken Sugiyama".

**Ken Sugiyama**  
*Managing Director*  
CSG Limited

\*Source: <https://news.un.org/en/story/2019/04/1035751>



Fuji Xerox Australia Pty Limited (“FXA”) and CSG Limited (“CSG”) as joint reporting entities (collectively “we” or “our”) are committed to the highest standards of ethical behaviour and integrity in all actions we do, in business as well as our impact on the communities in which we operate.

In accordance with the Australia Modern Slavery Act 2018 (Cth) (“Modern Slavery Act”), this is our first statement on the measures implemented within our business, approved by the Board of Directors on 8th December 2020. Our Japan based headquarters, Fuji Xerox Co Ltd (“Fuji Xerox Co”) has been a member of the United Nations Global Compact since 2002. FXA is also a member of the United Nations Global Compact Network in Australia. We support the ten principles of the Global Compact to address human rights, labour rights, environmental initiatives, anti-corruption and the fight against slavery in supply chains. Our ultimate parent company, FUJIFILM Holdings Corporation (“FUJIFILM”) published the FUJIFILM Group Human Rights Statement in June 2018, applicable to all personnel in the FUJIFILM group. Its related business in the UK, has published UK Modern Slavery Statements in line with UK legislation since 2015, available at: <https://www.fujifilm.eu/uk/about-us/modern-slavery-act>.

# The Reporting Entity

FXA and CSG are companies limited by shares incorporated and domiciled in Australia.

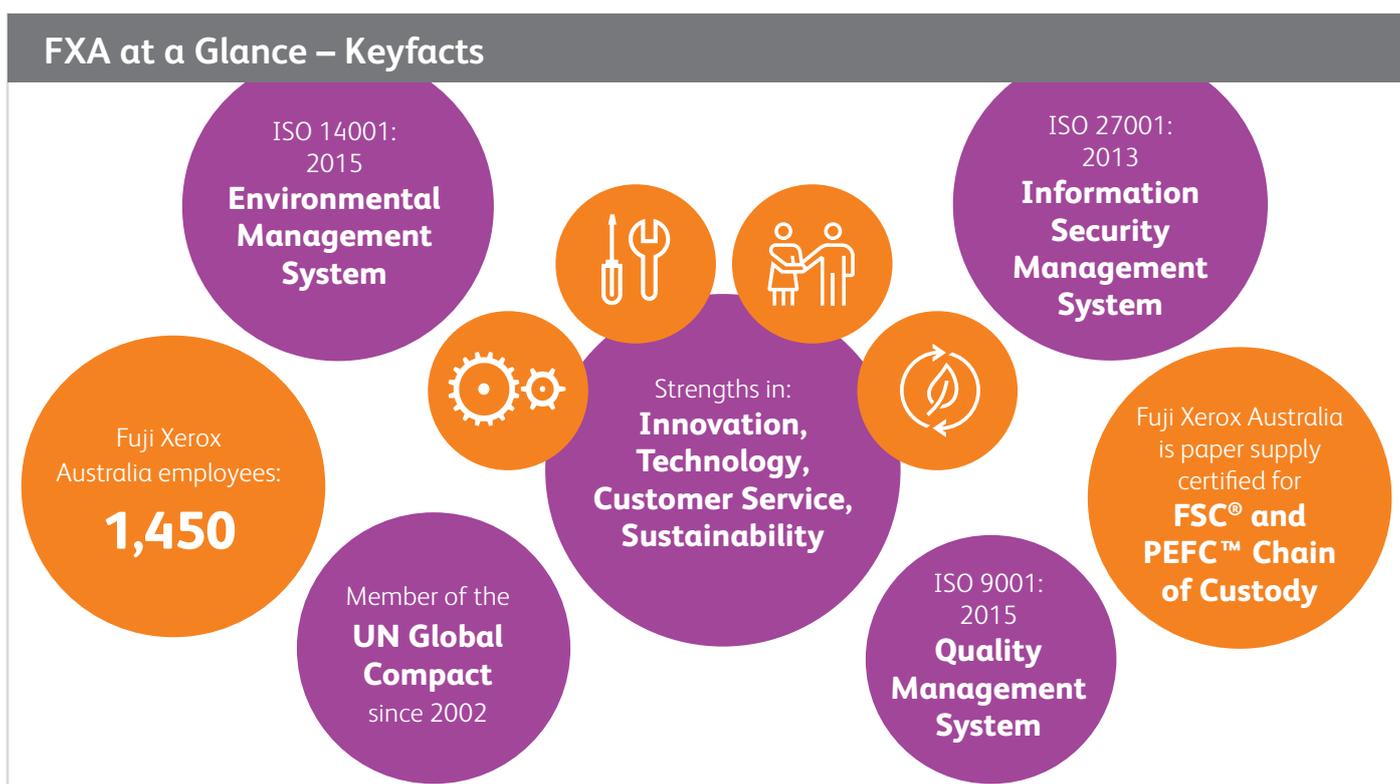
FXA is a wholly owned and controlled entity of Fuji Xerox Asia Pacific Pte Ltd ("FXAP"), a company incorporated in Singapore. CSG is also a wholly owned and controlled entity of FXAP and was acquired by FXAP in February 2020.

In turn, FXAP is a wholly owned and controlled entity of Fuji Xerox Co, a company incorporated in Japan. FUJIFILM is our ultimate holding company.

Our shared values comprise six value statements, each emphasizing our responsibility, our approach to business and fundamental respect for humanity.

<p><b>Seek to offer exceptional value</b></p> <p>Deliver outstanding products and services originating from market needs and social issues.</p>	<p><b>Pursue Innovation</b></p> <p>Create new value based on creative thinking unfettered by preconceived ideas.</p>
<p><b>Value speed</b></p> <p>Generate results by determining the real issues before making decisions and seeking efficient processes.</p>	<p><b>Collaborate closely</b></p> <p>Seek overall optimisation and mutual development through reliance on and co-operation with others inside and outside of Fuji Xerox.</p>
<p><b>Maintain high ethical standards</b></p> <p>Comply with legal and societal norms and always maintain good faith and fairness in business.</p>	<p><b>Respect diversity</b></p> <p>Respect individuals and different cultures, and live considerately alongside others as members of society.</p>

Our commitment to conduct our business is set out in our Mission Statement available via the following link: <https://www.fujixerox.com/eng/company/profile/philosophy>



## Business Divisions

FXA has the following business divisions

- Customer Support Organisation
- Managed Services Organisation
- Sales, Marketing and Business Development
- Corporate Affairs and Risk & Assurance
- Supply Chain
- Finance
- People and Culture

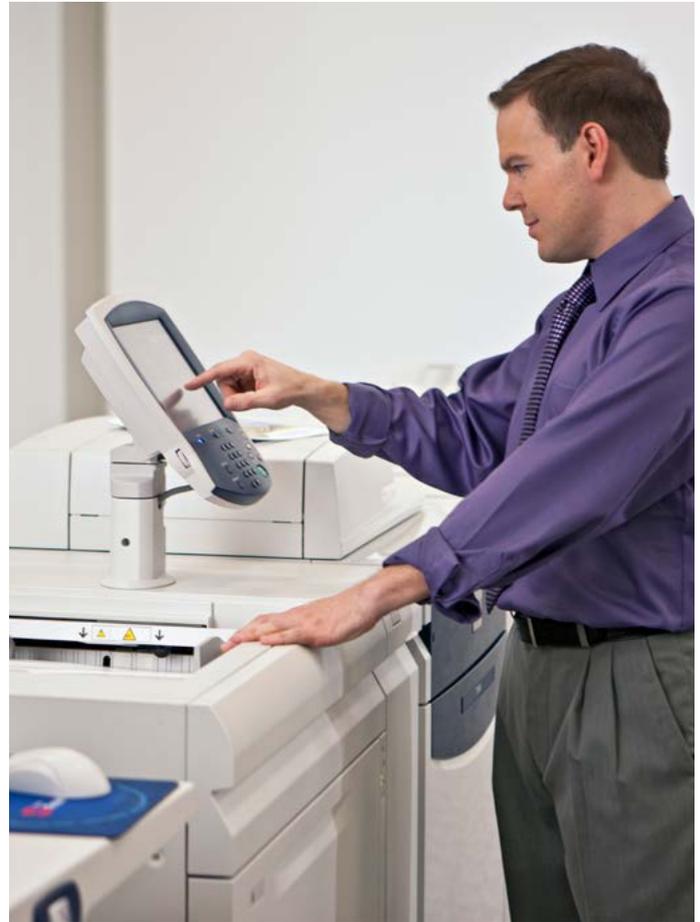
CSG, since acquisition in February 2020, has been undergoing a transition of its operating divisions to the FXA operating framework. Accordingly, the former CSG operations now fall within the FXA divisions indicated above.

For the purposes of this joint Modern Slavery statement to the period ending June 2020, we have adopted a joint statement to cover both FXA and CSG as we both operate in the same sector, have many shared suppliers and CSG is transitioning to the same policies and processes as FXA.

## Lines of Business

We are part of a global organisation, delivering enterprise document solutions and services to all business sectors, ranging from government departments, large enterprises, healthcare services, to educational institutions. Through our broad portfolio of document technology, services, software and supplies, we provide essential back-office support that paves the way for customers to focus on their core business.

Our technology and services aim to solve common business challenges, and in many instances, transform work practices. We work with diverse types of organisations to digitise document processes, such as enrolment and application forms, invoice processing and contracts management. This can reduce the reliance on a physical document while helping organisations reach their sustainability goals. No matter which step an organisation is up to in its digital transformation journey, we have the capability to provide solutions.



## Core Lines of Business

As a global leader in innovative print technologies and intelligent work solutions we focus on:

- Office Products and Printers: Providing office equipment such as multifunction devices and printers as well as related solutions;
- Production Services: Providing digital printers and printing workflow solutions in the commercial printing segment focusing on graphic communications – from creating content to processing delivery; and
- Solutions and Services: Providing document & IT services – which include system integration, cloud services, management of multifunction devices and Business Process Outsourcing of mission-critical processes – tailored to various industries or business processes to meet business challenges.

# Structure, Operations and Supply Chains



Our **Office and Production Product** supply chain is controlled by other Fuji Xerox Co group companies (operating from Japan, China and Vietnam) and managed overall from Fuji Xerox Co, and ultimately FUJIFILM. The product supply chain includes raw material providers, electronic component manufacturers, transport and logistics providers as well as Fuji Xerox Co's own manufacturing plants in those respective countries. We are committed to ensuring there is no modern slavery or human trafficking risks in our product supply chain. Our associated group companies 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.

To mitigate supply chain Corporate Social Responsibility (CSR) risks regarding labour affairs, human rights, the environment and corporate ethics, Fuji Xerox Co has practiced ethical procurement since 2007. Fuji Xerox Co ensures that its procurement policies are well understood by all suppliers, assesses suppliers' CSR risks, and provides support to suppliers with considerable CSR risks to make necessary improvements.

As a Fujifilm Group company, Fuji Xerox Co clearly declares that it will not be complicit, directly or indirectly, in supporting activities related to those disputes and human rights violations caused by the mining of minerals. We conduct surveys

and management activities in line with the Due Diligence Guidance set by the Organisation for Economic Co-operation and Development (OECD).

- **Risk Assessment:** Within this structure and governance of our own related companies for the manufacturing of our products, we assess the risks of modern slavery such as forced labour and child labour to be low, but we recognise that any organisation can be vulnerable without continued focus on compliance and governance on a continuing basis.

Our **Distribution** supply chain consists of transport and logistics providers from point of origin to destination, via road, sea or air freight, and ultimately to our customers operational locations.

- **Risk Assessment:** Our service providers in this part of the supply chain encompass international and Australian businesses whose employees have qualifications and skills that are unlikely to be exploited through forced labour. Human rights in the maritime industry is recognized as an ongoing issue worldwide. Through the use of shipping lines, that abide with Flag State administration, as well as the regulations of the Australian Maritime Safety Authority, on an overall basis we assess the risk of modern slavery in this part of the supply chain to be low, but we recognise that we need to be more vigilant and continue the dialogue and education of modern slavery risks and compliance with all safe work practices with our service providers.

Our **Solutions, Services and Re-sale** supply chains include in the vast majority, Australian based third party suppliers of products and services for our document related services & IT related services for re-sale, as well as consumption of products and services to operate our business on a day to day basis. These may include:



- **Risk Assessment:** Our service providers in this section of the supply chain are in the vast majority Australian based businesses. As part of our first statement, we have focussed on assessing and communicating with providers operating in high risk industries or countries assessed as high risk to instances of modern slavery and human trafficking.



# Actions

## 1 CORPORATE CHARTER

The FUJIFILM Group Charter for Corporate Behaviour, Fujifilm Group Code of Conduct, and Fujifilm Group Human Rights Statement are applicable to all personnel of the FUJIFILM group of companies.

## 2 AUSTRALIAN LABOUR LAWS AND DIVERSITY

Our Human Resource / People and Culture group ensure compliance with all relevant Australian labour laws, recruitment and payrolling processes. Specific training in conscious and unconscious bias training is a focus for recruiters and hiring managers for non-discrimination. In 2020, a specific Diversity and Inclusion programme was launched, together with a commitment from the executive to support and implement a Reconciliation Action Plan. These programs aim to promote and educate to our wider ecosystem of employees, stakeholders, suppliers and community.

## 3 LABOUR HIRE

Our use of Labour Hire companies is restricted to panel suppliers who are engaged via our own terms and conditions, inclusive of abiding with all local laws and regulations as well as auditing rights against such services.

## 4 ZERO TOLERANCE

We do not tolerate modern slavery risks in our organisation or in our supply chains. We will seek to remedy instances of risks identified in our supply chains instead of terminating arrangements. We believe terminating the supply without a course of remedy merely hides the problem and does nothing to resolve the root cause.



## 5 SUPPLY CHAIN MAPPING

Within this reporting statement period, we have undertaken the following steps (A) in phases and will undertake or continue along with further steps (B) on an ongoing basis.

- A: Assessing the risks of different industries providing goods and services in the Supply Chain
- A: Mapping the Supply Chain in phases
- A: Assessing locations of major service providers
- A: Identifying high risk countries in the production of goods and services in the Supply Chain
- A & B: Performing due diligence with targeted assessments in phases
- B: Implement education and training to key supplier and service provider channels

## 6 TRAINING

We have undertaken training to procurement staff who interact directly with our supply chain on the Modern Slavery Act. We will progress this training and roll-out to all staff-members within the organisation. Our next Modern Slavery statement will include the actions and results of our company-wide training.

## 7 WHISTLEBLOWING

We have published our Whistleblowing system internally as well as on our external website. Our whistleblowing service provides two avenues (an internal service as well as a third party service) for both our own staff as well as external parties to safely and securely communicate concerns in an anonymous format should they wish to do so.

## 8 SUPPLIER DUE DILIGENCE

We require that our suppliers adopt the same standards that we adhere to. Through our supplier onboarding process, our procurement team is trained to consider potential risks of modern slavery. All new suppliers are asked to confirm their compliance and acceptance of our Supplier Code of Conduct, which is based on the ten principles of the UNGC and includes compliance with the Modern Slavery Act.

As a standard clause in our agreements, we include a requirement for compliance with all local laws and regulations, including where applicable the suppliers' own sub-contractors.

We include an auditing right within our agreements as relevant to the products and services being consumed or re-sold.

## 9 SUPPLIER ASSESSMENTS

Within this reporting period, we have undertaken a targeted assessment of our top one hundred suppliers with detailed questions on their knowledge, as well as activities in ensuring compliance to laws and regulations. We will use the output of these assessments to drive educational and targeted assessments at the remaining group in the supplier base. We recognise that this is an ongoing journey and anticipate the assessments will constantly evolve in order to review known risks while also identifying evolving and developing risks over time.

## 10 PAYMENT TERMS

We have also commenced review of our own payment terms with small to medium suppliers to ensure that we do not inadvertently or indirectly create a risk of modern slavery in our supply chain.

# Assessment of Effectiveness

We understand that as an outcome of our actions leading towards our first Modern Slavery statement (as well as thousands of other individual companies producing their own statement in Australia), the education, communication and knowledge of the Modern Slavery Act will be schooled progressively across our supplier chain base. Within this reporting period, we assess that cascading this knowledge has been welcomed by many of our supplier base, whilst others in the supplier base, have not had the opportunity to acknowledge and understand the requirements and undertake necessary measures themselves. As a result, we have not identified any modern slavery practices within the period but are conscious that, like most other companies, we have more work to do with regards the many hub and spoke, or point-to-point touchpoints, in a supply chain ecosystem.

Our focus is to continue measures that can educate our entire supply chain ecosystem on this important path.

We have undertaken actions to map our supply chain, thereby allowing future follow-up actions to assess in greater detail higher risk industries prone to modern slavery risks; focussing on sectors that are highly reliant on labour intensive products or services, or sectors that produce goods and services from high risk geographies as identified by international organisations that report and publish on the topic of Modern Slavery.

Our focus with mapping the supply chain was to target our top 100 suppliers; to learn from these initial findings, to understand the levels of risks and actions that our suppliers have themselves undertaken and allow for subsequent follow-up. We have reviewed our findings and whilst not all responses have been received or detailed, the results will enable us to setup KPI's with our primary spoke or point to point suppliers to (a) cascade this important dialogue down the supply chain ecosystem, and (b) commence ongoing audits on actions and measures.

We have ensured all our suppliers onboarded in 2020 commit to our Supplier Code of Conduct. This is a continuation of a process established in 2015 then reliant and referencing the ten principles of the UNGC, but now updated with references to the Modern Slavery Act 2018.



# Consultation with Internal and External Bodies

## EXTERNAL

Our approach to sustainable supplier management is informed by the ten principles of the United Nations Global Compact (UNGC), to which, Fuji Xerox Co has been a member since 2002, and a participant since 2010. We continue to participate in GCNA workshops and forums in Australia, including participation in the Modern Slavery COP (Community of Practice). The GCNA is the Australian local network of the UN Global Compact. We encourage organisations to join,

participate and align their business practices in accordance with the ten principles.

We remain committed to collaborating with supplier industry bodies, university led research on sustainable procurement, as well as procurement peer networks such as CASME, that cascade and share actions of peer participants in tackling Modern Slavery as a whole.

## INTERNAL

Within the FUJIFILM and Fuji Xerox Co group of companies, we take action by participating in internal audits and reporting on our processes and engagement for a sustainable future.

The Board of FXA and CSG have approved this Modern Slavery Statement on 8th December 2020. In turn, FXAP, as the higher entity of both FXA and CSG, has reviewed and approved this Modern Slavery Statement.



# Achieve the Long-Term Goal Set for FY2030, to Contribute to Sustainable Society Development

To celebrate the 80th anniversary in 2014, the Fujifilm Group founded its new corporate slogan, “Value from Innovation,” which seeks to continue creating new technologies, products and services that inspire and excite people everywhere, and empower the potential and expand the horizons of tomorrow’s business and lifestyle.

Under this slogan, we revised the Approach to CSR in 2014 to express that we identify the social challenges and more actively seek their solutions. In the same year, we announced our Medium-Term CSR Plan, Sustainable Value Plan 2016 (SVP 2016), aimed at “solving social issues through our business operation” and our Medium-Term Management Plan, Vision 2016, to serve as the plan for concrete action in achieving the goal. In the three-year period from FY2014 to FY2016, the two Medium-Term Plans were interlinked and produced results for realization of business growth alongside contribution in resolving social issues.

Based on the results and the experiences in the previous medium-term plans, we announced in August 2017 our new CSR Plan, Sustainable Value Plan 2030 (SVP 2030), and the new Medium-Term Management Plan, Vision 2019. SVP 2030 represents the long-term vision of the Fujifilm Group to contribute to create a sustainable society. The target year was set to FY2030 in line with the UNDP Sustainable Development Goals (SDGs), which are targeted at 2030. Also, to achieve the goals of SVP 2030, Vision 2019 shows the Group’s concrete business strategy until FY2019. Rather than focusing only on the growth of our current business operations, the Group plans to invest our management resources into businesses that will drive the Fujifilm Group further in the future, such as healthcare to respond to the unmet medical needs now becoming a major social issue and highly functional materials that aid in resolving environmental problems, and expect this to lead to the next medium-term management plan.

SVP 2030 is a plan that will lay the foundation of business management at Fujifilm Group. In order to achieve the goals, we will strive to become a company with long scope of perspective, capable of contributing to sustainable growth of society by creating “new values” through our business activities.

## Fujifilm Holdings Sustainable Value Plan 2030

<https://holdings.fujifilm.com/en/sustainability/plan/svp2030>





This comprises our joint Modern Slavery statement for FXA and CSG with consideration of CSG's Australian financial year ending 30 June 2020. We will continue to evaluate the effectiveness of the actions and procedures we take each year to continuously improve the outcomes for people worldwide impacted by Modern Slavery. Our aim in discovering risks in our supply chains is to provide a course of remedy & eliminate such practices. Future statements will include progressive updates on our actions and procedures. Note that from April 1, 2021, FXA will be changing its company name to Fujifilm Business Innovation Australia.

# Company Directory

## REGISTERED OFFICE

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W: [www.fujixerox.com.au](http://www.fujixerox.com.au)

Note that from April 1, 2021, FXA will be changing its company name to Fujifilm Business Innovation Australia

## Fuji Xerox Australia Modern Slavery Contacts

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## Whistleblowing Service:

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or

[www.whistleblower.Deloitte.com.au](http://www.whistleblower.Deloitte.com.au)

or **1800 173 918**

## IMPORTANT LINKS TO INFORMATION LOCAL AND WORLDWIDE:

Australian Modern Slavery Act

<https://www.legislation.gov.au/Details/C2018A00153>

Australian Modern Slavery Statement Register

<https://modernslaveryregister.gov.au/>

Global Slavery Index

<https://www.globalslaveryindex.org/>

UDHR – Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

OECD Responsible Business Conduct guidelines

<https://mneguidelines.oecd.org/guidelines/>

ILO Declaration on Fundamental Principles and Rights at Work

<https://www.ilo.org/declaration/lang--en/index.htm>

Human Rights At Sea

<https://www.humanrightsatsea.org/>

Interested in joining the United Nations Global Compact Australia network; visit

<https://www.unglobalcompact.org/engage-locally/oceania/australia> and take action.



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