



Reconciliation Action Plan Reflect

February 2018 - March 2019



RECONCILIATION
ACTION PLAN

REFLECT

FUJITSU



Contents

A message from the CEO	3
About Fujitsu	3
A message from Reconciliation Australia	4
Artist Overview	4
Fujitsu's Reflect Reconciliation Action Plan (RAP)	5
Our Partnerships and Current Activities	5
Relationships	6
Respect	7
Opportunities	8
Tracking and Progress	9

A message from the CEO

I am proud to introduce the inaugural Reconciliation Action Plan (RAP) for Fujitsu Australia Limited. This plan outlines our commitment to help shape a tomorrow in which Indigenous and non-Indigenous Australians share in an equitable, just, prosperous and rewarding future. At Fujitsu, we believe that we have a responsibility to drive this change not only within our own organisation, but within society as a whole.

Our first RAP, which has been developed by a group of passionate employees, outlines how we as an ICT business will create sustainable opportunities for Aboriginal and Torres Strait Islander people. It formalises and strengthens our long-term commitment with some activities that have been under way for some time. For example in 2017 we included six new indigenous owned businesses into our supply chain and incorporated an Indigenous recruitment agency on our recruitment panel to increase the number of Indigenous and Torres Strait Islander candidates.

This is only the start of our reconciliation journey. Our goal is to see everyone connected with Fujitsu extend their understanding of the Indigenous culture, and to seek to build stronger connections with the Aboriginal and Torres Strait Islander communities.

I am proud to see Fujitsu join a community of more than 650 organisations who have made the commitment to action in reconciliation, including many of our customers. I look forward to finding new ways in which Fujitsu will deliver value with our customers and community partners as a result of implementing the actions in this RAP.

This RAP reinforces Fujitsu's commitment to making a contribution to society, respecting diversity and supporting individual growth. I encourage all of our employees, customers and business partners to support the initiatives we have identified in this document.

Yours sincerely,



Mike Foster
Chief Executive Officer
Fujitsu Australia and New Zealand



About Fujitsu

Fujitsu is the leading Japanese information and communication technology (ICT) company offering a full range of technology products, solutions and services. Approximately 156,000 Fujitsu people support customers in more than 100 countries. We use our experience and the power of ICT to shape the future of society with our customers.

Fujitsu Australia is a leading service provider of business, information technology and communications solutions. We partner with our customers to consult, design, build, operate and support business solutions.

From strategic consulting to application and infrastructure solutions and services, Fujitsu Australia has earned a reputation as the single supplier of choice for leading corporate and government organisations.

In Australia we employ approximately 3,000 people across over 32 different sites located within all States except NT.

Currently we employ 6 Aboriginal and Torres Strait Islander staff based on Fujitsu's 2016 Diversity & Inclusion Survey 2016.

A message from Reconciliation Australia

Reconciliation Australia congratulates Fujitsu on the endorsement of its first Reconciliation Action Plan (RAP), which will see it build on the key pillars of reconciliation – relationships, respect and opportunities.

As the leading Japanese information and communication technology company, this Reflect RAP will assist Fujitsu to develop its own unique vision for reconciliation, as well as commitments to applying cultural learning, respectful business practice, and promotion of Aboriginal and Torres Strait Islander employment within its sphere of influence.

Fujitsu displays a deep commitment to building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations, and communities through its actionable goal to celebrate and promote events and campaigns that promote reconciliation, such as National Reconciliation Week (NRW) and NAIDOC Week.

Practicing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is demonstrated in Fujitsu's Reflect RAP by its aim to

scope and develop a list of Traditional Owners within its local area and sphere of influence.

Fujitsu's dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated in its commitment to investigate opportunities to partner with a university to support a prize, scholarship or internship for an Aboriginal and/or Torres Strait Islander student.

On behalf of Reconciliation Australia, I commend Fujitsu on its first RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



River Runs Deep

Sharon Smith



The rivers are a special place to dream and get in touch with nature. It's a place of healing for our ancestors to gather and meet. The small white dots in the painting are our ancestors traveling.

Sharon Smith is an Aboriginal artist from the Wiradjuri Nation, whose paintings thematically express her heritage and culture and work as an affirmation of her identity. Sharon's work reflects love for the natural world. Through her depictions of landscapes, trees and animals, Sharon explores a personal connection with her people's age-old relationship to the earth. "River Runs Deep" reflects this connection.

Sharon works primarily with acrylic on canvas but has also works in other mediums including ceramics, sculpture and weaving. She has exhibited at Boomalli Art Gallery and Kerrie Lowe gallery, and was a finalist in the 2014 Parliament of NSW Aboriginal Art Prize and the 2015 Fisher's Ghost Art Award.

Fujitsu's Reflect Reconciliation Action Plan (RAP)

Fujitsu recognises that reconciliation is built on mutual respect. To build a diverse and inclusive work culture and to respectfully work in partnership with Aboriginal and Torres Strait Islander organisations and peoples, it is important that we have an awareness of our shared history and an appreciation of the diversity of cultures. This will bring value to our people and customers, as well as Indigenous individuals, communities and organisations that we impact.

This Reconciliation Action Plan has been developed to demonstrate Fujitsu Australia Limited's commitment to provide opportunities that support Aboriginal and Torres Strait Islander communities. Fujitsu acknowledges and respects the contribution of all Aboriginal and Torres Strait Islander people.

Fujitsu established its 6 member RAP Working Group in August 2016 to develop the RAP and engage in activities to promote Fujitsu's vision for reconciliation. Fujitsu's RAP is a practical plan of action built on relationships, respect and opportunities. We continue to develop and grow our RAP to ensure social change

and economic opportunities for Aboriginal and Torres Strait Islander Australians. As part of this Reflect RAP Fujitsu will seek to:

- implement initiatives to assist the employment and opportunities of Aboriginal and Torres Strait Islanders;
- increase Fujitsu's employment of Aboriginal and Torres Strait Islanders and Fujitsu's use of Aboriginal and Torres Strait Islander suppliers in their supply chains, in the delivery of services; and
- improve the relationship, understanding and respect of Fujitsu employees with Aboriginal and Torres Strait Islanders.

This RAP represents Fujitsu's first Reconciliation Action Plan, is in the form of a Reflect RAP, and is the first step on the journey to reconciliation.

The RAP's Executive Sponsor is Caroline Flatley who is the Vice President of Human Resources.



Relationships



Respect



Opportunities



Tracking & Progress

Our Partnerships and Current Activities

Fujitsu is a member of Supply Nation. Fujitsu will use all reasonable endeavours to increase Fujitsu's use of Indigenous enterprises as suppliers through:

- Its membership of Supply Nation to identify suitable Indigenous suppliers from the list of Indigenous enterprises maintained by Supply Nation;
- Encouraging staff to conduct Supply Nation searches to identify suitable Indigenous enterprises as suppliers or subcontractors for projects and documenting the outcome of those searches; and
- Using the Tjingarmi range of office supplies through Office Max for the supply of office supplies to Fujitsu offices in Australia.

Fujitsu will commit to increasing employment opportunities for Indigenous Australians by:

- Increasing the representation of Indigenous ICT recruitment agency suppliers on the Recruitment Panel and aligning with an Indigenous recruitment agency to increase the representation of Indigenous candidates.
- Working with our contractors & recruitment agencies to assist contractor & recruitment agency capture of candidates identifying themselves as Indigenous Australians.



Relationships

Action	Deliverable	Timeline	Responsibility
1) Maintain and review the RAP Working Group	<ul style="list-style-type: none"> RAP Working Group will meet every quarter to manage and monitor the activities and deliverables detailed in this Reflect RAP and report on its implementation. Launch our first Reflect RAP. Continue to encourage Aboriginal and Torres Strait Islander staff representation on the RAP Working Group. 	Meetings January 2018 April 2018 July 2018 October 2018 Launch Feb/Mar 2018	Sustainability Manager & RAP Working Group Chair
2) Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. This will include connecting with the Darug People from Macquarie Park. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Included on this list are those organisations that we have already connected with on our RAP journey. 	September 2018	Sustainability Manager & RAP Working Group Chair
3) Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. Implement a communication plan and include Reconciliation Australia's NRW resources and reconciliation materials when circulating to staff. Prepare an Acknowledgement of Country as part of the celebrations. Ensure members of our Working Group participate in an external event to recognise and celebrate NRW. 	27 May - 3 June 2018	RAP Working Group
4) Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a communication plan to raise awareness amongst all staff across the organisation about our RAP commitments and activities. Develop a intranet site to include the RAP, links to Supply Nation, Reconciliation Australia (Share our Pride), a list of local Traditional Owners of the lands and waters within our organisations sphere of influence, explain the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols. Engage with the Executive Team to launch the RAP. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 	Duration of this RAP	HR Business Partner



Respect

Action	Deliverable	Timeline	Responsibility
1) Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement. • Investigate cultural immersion programs (cultural learning). 	September 2018	HR Business Partner
2) Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. • Continue our communication to staff in regards to NAIDOC Week and promote community events in our local area. • Have a Welcome to Country in Macquarie Park to celebrate NAIDOC Week. • Ensure our Working Group, where possible, has the opportunity to participate in an external NAIDOC Week event. 	8-15 July 2018 'Our Languages Matter'	RAP Working Group
3) Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> • Explore who the Traditional Owners are of the lands and waters in our local area. • Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. • Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	February 2018 April 2018 April 2018	RAP Working Group
4) Other respect actions related to our core business and vision for reconciliation	<ul style="list-style-type: none"> • Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance for NAIDOC Week, National Sorry Day and Reconciliation Week; <ul style="list-style-type: none"> • Through multiple internal communication channels • Created a calendar of significant dates • Have created a communications and an events plan highlighting which ones to communicate and how 	NAIDOC Week 8-15 July 2018 National Sorry Day 26 May 2018 Reconciliation Week 26 May - 02 June 2018	RAP Working Group



Opportunities

Action	Deliverable	Timeline	Responsibility
1) Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. 	October 2018	HR Business Partner
2) Investigate Aboriginal and Torres Strait Islander supplier diversity	<p>Fujitsu is ambitiously aiming for:</p> <ul style="list-style-type: none"> 6 of its suppliers to be Indigenous enterprises by the end of 2018 12 of its suppliers to be Indigenous enterprises by 2018 <p>As part of this RAP, Fujitsu will:</p> <ol style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses Maintain membership of Supply Nation Develop an understanding of the types of products and services that can be procured from Aboriginal and Torres Strait Islander owned businesses. Work with Supply Nation on a Category basis to develop opportunities. Communicate this to the business Encourage learning and development across decision makers in business units and encourage the use of Supply Nation and other Aboriginal Suppliers <ul style="list-style-type: none"> Supply Nation to conduct 2x webinars/ workshops for decision makers Encouraging staff to conduct Supply Nation searches to identify suitable Indigenous enterprises as suppliers or subcontractors for projects and documenting the outcome of those searches; Communicate the business case, mutual benefits, types of products to business Review procurement policies and procedures to address barriers to Aboriginal and Torres Strait Islander services and suppliers. 	<p>December 2018</p> <p>March 2018</p> <p>March 2018</p> <p>December 2018 February 2018</p> <p>October 2018</p> <p>March 2018</p> <p>April 2018</p> <p>October 2018</p>	Senior Procurement Manager
3) Other unique opportunities related to our IT business and our vision for growing Aboriginal and Torres Strait Islander participation in the IT industry	<ul style="list-style-type: none"> We want to investigate Aboriginal and Torres Strait Islander employment pathways with a university, with the aim of looking at ways Fujitsu can support a prize, scholarship, or internship for an Aboriginal or Torres Strait Islander. Maintain active membership of Supply Nation. 	November 2018	HR Business Partner Senior Procurement Manager



Tracking and Progress

Action	Deliverable	Timeline	Responsibility
1) Build support for the RAP	<ul style="list-style-type: none">• Define resource needs for RAP development and implementation.• Define systems and capability needs to track, measure and report on RAP activities.• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30 September 2018	Sustainability Manager & RAP Working Group Chair
2) Review and Refresh RAP	<ul style="list-style-type: none">• Review and refresh RAP based on lessons learnt, challenges and achievements.• Submit draft RAP to Reconciliation Australia for formal review and endorsement.	30 October 2018	Sustainability Manager & RAP Working Group Chair

Further Information

reconciliation@au.fujitsu.com

