



9. Wellbeing

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Fujitsu is a major employer in the region, contributing significantly to the local economy and to the local ICT industry. Fujitsu places a high priority on attracting and retaining staff, and fostering a high-performance culture focused on helping customers achieve their desired business outcomes.

At Fujitsu, we aim to create a workplace culture where employees' safety and wellbeing is our number one priority, and where employees are engaged, feel valued, and are at the heart of everything we do.

Fujitsu has an employee assistance program (EAP) for all employees and immediate family, managed via Optum. This benefit lets employees feel comfortable knowing that they can confidentially discuss any work or personal issues at any time, 24x7. This is fully subsidised by Fujitsu and is free to all staff and any eligible immediate family members. Benefits include: a member portal, which has an abundance of wellbeing resources and self-help tools; a manager hotline; and a network of accredited counsellors available for complete and confidential guidance and support.

Fujitsu has mandatory e-learning modules which include WHS and workplace bullying, as well as offering staff the opportunity to complete other safety modules such as ergonomics, fatigue, managing mental health risks at work, and stress management.

Mental health awareness

Fujitsu recognises the importance of mental health and wellbeing for our employee and will be delivering face to face training workshops on the subject throughout 2018, focusing on increasing mental awareness, and equipping our leaders to promote a wellbeing culture at Fujitsu. Some of the topics include mental health versus mental illness, warnings signs, and self-care and prevention.

As part of Fujitsu's Health and Wellbeing Strategy, we also plan to participate in the Virgin Pulse Global Challenge in May 2018. The 100-day challenge intends to generate energy, enthusiasm, and excitement about our health and wellbeing.



Moving to agile working: spaces to connect, unwind, or work collaboratively

One of the key drivers behind a shift to 100 per cent agile working was to create a healthy and invigorating work environment for employees.

The spaces have been designed to accommodate various working styles. Our offices in Auckland and Melbourne, completed in 2018, have 20 per cent sit-to-stand workstations, 20 per cent adjustable-height desks, and 60 per cent fixed-height workstations to help staff get the best ergonomic fit.

Understanding the types of spaces that staff are drawn to, and adjusting the design to suit, has allowed us to offer more variety in workspace and provides a more flexible environment for staff.

Small, enclosed, technology-enabled booths have been increased, rather than larger, more exposed collaboration tables. Individual lounges, providing a quiet space for staff to move away from the workstation environment, have also been increased.

The spaces are designed to encourage connections with people in other teams. Teams are no longer located in segregated spaces; all space is open to anyone to use. Although staff have a team neighbourhood, they are free to work within any space in the building and are encouraged to sit with other teams who they may be working with. At all sites, large community spaces have been created to try and bring staff together as much as possible.

We have also designed the following features and facilities with wellbeing and diversity in mind:

- creative open-plan design that maximises use of natural light throughout the floor space
- living plants throughout to support indoor air quality
- comprehensive end-of-trip facilities at all sites (e.g. bike storage and lockers, showers etc.) to promote active transport
- head office has a complimentary gym onsite to support employee health and fitness
- head office has internal staircase to promote movement and collaboration
- incorporation of spaces that support work/life balance e.g. breastfeeding room, reflection/prayer room.

Wellbeing future challenges

- Manager training program on mental health planned for FY18.
- Continued promotion of our employee assistance program and wellbeing initiatives.
- Fujitsu Australia and New Zealand taking part in the Corporate Global Step Challenge.
- Plans for a wellness at work week.



**SHIFT TO
100% AGILE
WORKING**

