



4. What matters most?

Understanding what our stakeholders want and expect from us as a responsible business is paramount to helping us prioritise material issues. The principle of materiality helps us focus resources, strategy, and reporting on sustainability issues that are most significant to both commercial success and stakeholder priorities.

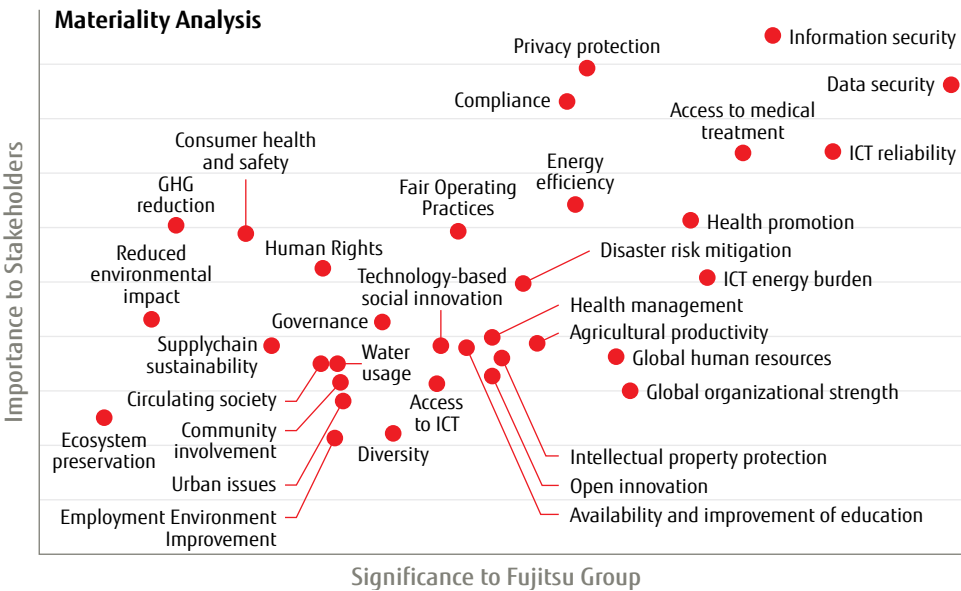
Table 1: Stakeholders and sustainability/responsible business drivers

Stakeholders & Sustainability Drivers

Global	<ul style="list-style-type: none"> • Fujitsu Group has a strong commitment to sustainability and responsible business • Fujitsu Group has established challenging sustainability targets • Fujitsu has reflected this global commitment and has taken a leadership position on business responsibility
Physical environment and science	<ul style="list-style-type: none"> • Mounting evidence of climate change is a lead indicator for the above drivers • Over time, shortages of non-renewable resources will create impacts across the entire economy • The IT sector and IT data centres are responsible for significant and increasing emissions due to electrical energy consumption • New data on Australia and New Zealand's performance against the sustainable development goals shows a need for business leadership and collaborative action
Customers	<ul style="list-style-type: none"> • Our customers have a growing interest in sustainability • Our strategic vision includes our ambition to lead the market in customer satisfaction and corporate responsibility
Suppliers	<ul style="list-style-type: none"> • There is an increasing supply of products with green credentials which our suppliers are keen for us to incorporate into our solutions • There is a rise in the awareness and use of social procurement
Regulation	<ul style="list-style-type: none"> • Increasingly-demanding regulation to constrain emissions and raise energy prices • Introduction of Modern Slavery legislation in Australia • Proposed Carbon Neutral Bill 2050 in New Zealand
Our people	<ul style="list-style-type: none"> • Key leadership team believes sustainability is good for business • Key leadership team believes we should drive responsible business for our employees, suppliers, and customers • Engagement survey results show strong (80 per cent) support for Fujitsu's pursuit of its sustainability goals
General public	<ul style="list-style-type: none"> • The general public sees IT as a significant part of the climate change problem • Increased awareness of issues in the electronics supply chain such as eWaste, modern slavery, and conflict minerals

Globally, Fujitsu has conducted a materiality assessment in line with the Global Reporting Initiative's G4 Sustainability Reporting Guidelines (Figure 1 below).

Figure 1: Global materiality assessment 2014



Fujitsu has taken the outputs of this global assessment together with the materiality assessment the Global eSustainability Initiative (GeSI) comprehensive analysis for the ICT sector, a Materiality Assessment for the ICT industry, the SMARTer2030 report, and our responsible business framework as a basis to determine which responsible business areas we should focus and lead on.






In September 2016, Fujitsu adopted five responsible business pillars as a framework for our strategy. The five pillars are: environment; community involvement and development; diversity and inclusion; wellbeing; and operating practices. This covers our commitments internally for our people, operations, and supply chain, as well as externally to society and customers.

We have assigned responsibility to different business units for stewardship of each pillar, such as sustainability, marketing, HR, legal, and procurement. Governance has been set up around this including a sustainability board, diversity and inclusion council, and a compliance committee.

We now understand the top 10 material issues where we have significant impact or influence, shown below. These issues, and how we are working to tackle them, are covered throughout this report.

Fujitsu will undertake an in-depth materiality assessment with internal and external stakeholders in FY 2018 to attain more granular information and direction following the release of this first responsible business report. We hope to create an ongoing dialogue with our stakeholders and create meaningful partnerships around our material issues.

Table 2: Responsible business framework and material issues

Responsible business framework five pillars			Top 10 material issues
	Environment	We are fully committed to reducing our environmental impact across the scope of our operation and through services we deliver to customers.	<ul style="list-style-type: none"> • Energy efficiency • ICT solutions for a low-carbon world • Moving to a circular economy
	Community involvement and development	We aim to tackle the issues that impact society and contribute positively to local communities.	<ul style="list-style-type: none"> • Digital inclusion and the future of work
	Diversity and inclusion	We are committed to developing a diverse and enabled workforce from the widest talent pools and promote equal opportunities for all.	<ul style="list-style-type: none"> • Gender representation • Aging population
	Wellbeing	We value the importance of our people and strive to promote a positive health culture to enable individuals to feel more resilient and cope successfully with both their personal and work life.	<ul style="list-style-type: none"> • Employee engagement • Wellbeing
	Operating practices	We conduct our business in an open, honest and ethical manner and actively strive to implement anti-corruption practices and socially responsible supply chains.	<ul style="list-style-type: none"> • Data security • Responsible procurement and supply chains