

# CSR IN THE FUJITSU GROUP

CSR at Fujitsu is practiced by implementing the Fujitsu Way. In all its business activities, in applying the Fujitsu Way in light of the expectations and needs of multiple stakeholders, the Fujitsu Group contributes to the sustainable development of society and the planet. Our CSR initiatives focus on the five challenges below. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global ICT company.

For further details on the Fujitsu Group's initiatives in social and environmental areas, please visit the following website:  
<http://www.fujitsu.com/global/about/csr/>

## Fujitsu Group CSR Policy



## Systems for Promoting CSR Initiatives

**Strengthening Our Global CSR Governance Structure**  
 To promote and disseminate the Fujitsu Group's global CSR activities, the heads of Fujitsu's four global regions exchange opinions and discuss regional issues at the CSR Board Meeting. Representatives from each region and leaders from each office implement the resulting policies and initiatives. In addition, the Group advances regional measures laterally by encouraging related departments to coordinate in the implementation of measures under specific themes and by sharing good practices within the Group.

### Revising CSR Policy Priorities

In light of changes in international society and business conditions, we have revised the Five Priority Issues of our CSR Policy, which we established in 2012. In fiscal 2016, we identified key issues from internal and external perspectives. Specifically, we identified Groupwide issues by conducting an in-house survey based on a list of issues prepared to reflect the latest international trends. At the same time, the Group held discussions with outside experts to clarify society's expectations of the Group in relation to CSR.

Going forward, we will finalize and integrate key Groupwide issues and select effective KPIs that boost corporate value.

## Supply Chain Initiatives

### CSR Procurement Policy

The Fujitsu Group conducts global procurement in accordance with its procurement policy. The tenets of this policy are Coexistence with Suppliers, Fair and Proper Evaluation and Selection of Suppliers, and Promotion of CSR-Conscious Procurement Activities.

Specifically, we have prepared the Fujitsu CSR Procurement Guidelines, with which we require all suppliers to comply. Our guidelines are based on respect for international norms and summarize requirements in relation to human rights, labor, health and safety, and fair trade. To promote understanding of these guidelines among suppliers, we have drawn up the Fujitsu Group Supply Chain CSR Guidebook, which provides further details of the guidelines.

### Joining the EICC

In March 2017, the Fujitsu Group became a member of the Electronic Industry Citizenship Coalition (EICC),\* a global CSR alliance centered on the electronics industry. The Group is working with suppliers to strengthen CSR measures in its supply chain.

\* The EICC is a non-profit organization established in 2004 with the aim of supporting the rights and well-being of workers and communities worldwide affected by the global electronics industry supply chain.

## Environmental Initiatives

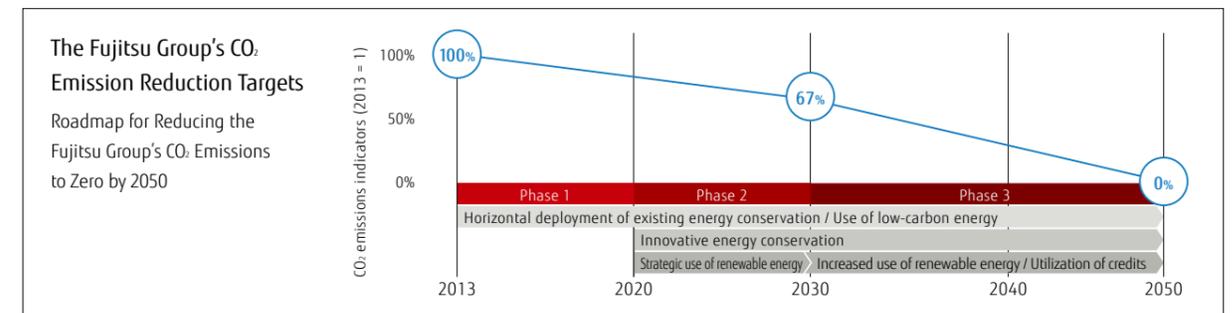
### The Fujitsu Group's Medium- to Long-Term Environmental Vision

The Fujitsu Group announced its medium- to long-term environmental vision, the FUJITSU Climate and Energy Vision, in May 2017. The vision has three pillars: (1) Our Business: Achieve Zero CO<sub>2</sub> Emissions by 2050, (2) Mitigation: Contribute to a De-carbonized Society by helping customers and society reduce CO<sub>2</sub> emissions, and (3) Adaptation: Contribute to Measures in Society to Address Climate Change by minimizing its adverse effects.

With a view to reducing our CO<sub>2</sub> emissions to zero, we have set out a roadmap for environmental initiatives. By 2030, we aim to reduce CO<sub>2</sub> emissions by 33% versus those of fiscal 2013, and we aim to eliminate them by 2050. We will steadily implement an environmental action plan, which calls for increased use of

renewable energy and innovative energy-saving methods incorporating such leading-edge technology as artificial intelligence (AI) and the Internet of Things (IoT).

Our contributions to customers and society will create and enable innovation in an array of fields through the formation of digital ecosystems, facilitating collaboration among industries, governments, and academic institutions. These initiatives will contribute to the optimal usage of energy and de-carbonization throughout society. We will additionally take steps to minimize damage resulting from climate change. For example, with HPC-enabled disaster simulations and utilizing AI for advanced measuring technology, we will make a resilient societal infrastructure and a stable supply of agricultural products a reality.



## Our Approach to Human Rights

### Our Approach to Human Rights

We believe respect for human rights is indispensable to a global company's fulfillment of CSR. To advance human rights measures, the Group has established the below statement and principles. Working in partnership with many different stakeholders, we will meet responsibilities in relation to human rights.

- Fujitsu Group Human Rights Statement
- Fujitsu Guiding Principles of Respect for Human Rights in Employment

For the complete text, please visit the following website:

<http://www.fujitsu.com/global/about/csr/vision/humanrights/>

### Building a Human Rights Due Diligence Scheme

In accordance with the aforementioned Statement, we are engaged in the formulation of a Human Rights Due Diligence Scheme that identifies the human rights impact of our business activities throughout the entire global value chain, as well as prevents or mitigates any negative impacts.

In fiscal 2016, the Fujitsu Group facilitated discussions about its human rights issues at workshops targeting relevant staff in Japan and overseas and implemented activities focused on human rights issues that business activities affect significantly.

Areas	Human rights issues	Main activities in fiscal 2016
Supply chain	Work environment / conflict minerals	<ul style="list-style-type: none"> <li>• Written survey of approximately 500 major Japanese and international suppliers to check on the status of their implementation of CSR activities, including measures to address conflict minerals and respect for human rights</li> <li>• CSR audit of 12 overseas suppliers of our suppliers</li> <li>• CSR procurement workshop held by Fujitsu Group procurement staff to promote greater understanding and cooperation</li> <li>• The Fujitsu Group joined the EICC, a global CSR alliance</li> </ul>
Employees	Discrimination and harassment / working hours	<ul style="list-style-type: none"> <li>• Written survey of 100 domestic and overseas Group companies based on the ISO 26000 standard to monitor the status of initiatives promoting respect for human rights</li> <li>• Posters distributed in domestic and overseas Group companies to promote broader familiarity with our Human Rights Statement</li> <li>• Business and human rights e-learning program initiated for all employees, with more than 100,000 people worldwide completing the course</li> </ul>
Customers and end-users	Privacy and data security	<ul style="list-style-type: none"> <li>• Relevant internal departments and working groups coordinated to begin investigations</li> </ul>