GRI Guideline/UN Global Compact10 Comparison Table

1．Strategy and Analysis

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
1 Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	◆Top Message	–
1.2	Description of key impacts, risks, and opportunities.	◆Responding to Urban Issues ◆Responding to Medical Issues ◆Responding to Environmental Issues ◆Responding to Natural Disasters ◆Protecting the Global Environment ◆Risk Management "Business Risks"	–

2.Organizational Profile

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
2.Organizational Profile			
2.1	Name of the organization.	◆Fujitsu Group Profile "Company Name"	–
2.2	Primary brands, products, and/or services.	◆Fujitsu Group Profile "Regarding Our Business Segments"	–
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	◆Fujitsu Group Profile "Regarding Our Business Segments" ◆Editorial Policy "Organizations Covered" [Reference] Organization	–
2.4	Location of organization's headquarters.	◆Fujitsu Group Profile "Addresses"	–
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	◆Responding to Urban Issues ◆Responding to Medical Issues ◆Responding to Environmental Issues ◆Responding to Natural Disasters ◆Protecting the Global Environment ◆Fujitsu Group Profile "Global Sales System"	–
2.6	Nature of ownership and legal form.	◆Corporate Governance "Basic Stance on Corporate Governance" ◆Fujitsu Group Profile "Company Name" [Reference] WEB (Worldwide)	–
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	◆Fujitsu Group Profile "Main Business Activities," "Consolidated Net Sales by Business Segment" and "Global Sales System"	–

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
2.8	Scale of the reporting organization. - Number of employees; - Number of operations; - Net sales (for private sector organizations) or net revenues (for public sector organizations); - Total capitalization broken down in terms of debt and equity (for private sector organizations); and - Quantity of products or services provided.	◆Fujitsu Group Profile "Sales," "Capital," "Total Assets," "Employees" and "Business Segments" [Reference] Fujitsu at a Glance	–
2.9	Significant changes during the reporting period regarding size, structure, or ownership. - The location of, or changes in operations, including facility openings, closings, and expansions; and - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	◆Editorial Policy "Organizations Covered"	–
2.10	Awards received in the reporting period.	◆Socially Responsible Investment (SRI)	–

3.Report Parameters

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
3.Report Parameters			
Profile of Report			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	◆Editorial Policy "Reporting Period"	–
3.2	Date of most recent previous report (if any).	◆Editorial Policy "Publisher"	–
3.3	Reporting cycle (annual, biennial, etc.).	◆Editorial Policy "Publisher"	–
3.4	Contact point for questions regarding the report or its contents.	◆Editorial Policy "Publisher"	–
Scope and Boundary of Report			
3.5	Process for defining report content. - Determining materiality; - Prioritizing topics within the report; and - Identifying stakeholders the organization expects to use the report.	◆CSR Policy and Promotion Framework ◆Editorial Policy "Reporting Regarding to Fujitsu Group CSR Initiatives"	–
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	◆Editorial Policy "Organizations Covered"	–
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	◆Editorial Policy "Organizations Covered"	–

	GRI Indicator	Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	◆Editorial Policy "Organizations Covered"	–
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	◆Editorial Policy "Guidelines Referenced"	–
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	◆Editorial Policy "Reporting System"	–
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	◆Editorial Policy "Organizations Covered"	–
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	◆GRI Guidelines / UN Global Compact Comparison Chart	–
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	◆Independent Assurance Report	–

4.Governance, Commitments, and Engagement

	GRI Indicator	Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
4.Governance, Commitments, and Engagement Governance			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	◆Corporate Governance "Basic Stance on Corporate Governance"	1～10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	◆Corporate Governance "Basic Stance on Corporate Governance" ◆Corporate Governance "basic Stance on Internal Control Framework"	

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	◆Corporate Governance "Basic Stance on Corporate Governance" ◆Fujitsu Group Profile "Number of Directors"	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	◆With Our Shareholders and Investors "Communicating with Shareholders and Investors" ◆Corporate Governance "Basic Stance on Corporate Governance" ◆Compliance "Compliance Line/FUJITSU Alert"	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	◆Corporate Governance "Basic Stance on Corporate Governance"	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	◆Corporate Governance "Basic Stance on Corporate Governance"	
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	◆Corporate Governance "Basic Stance on Corporate Governance"	1～10
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Protecting the Global Environment	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	◆United Nations Global Compact ◆Corporate Governance "Basic Stance on Corporate Governance" ◆Risk Management "Business Risks"	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	◆CSR Activity Targets and Achievements ◆Corporate Governance "Basic Stance on Corporate Governance"	
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	◆Our Approach to CSR "Promoting Group-wide Dissemination" ◆United Nations Global Compact ◆CSR Activities Utilizing ISO 26000 ◆Risk Management "The Risk Management Framework", "Risk Management Processes"	1～10
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	◆United Nations Global Compact ◆CSR Activities Utilizing ISO 26000	

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: Has positions in governance bodies; - Participates in projects or committees; - Provides substantive funding beyond routine membership dues; or - Views membership as strategic.	◆United Nations Global Compact	–
Stakeholders Engagement			
4.14	List of stakeholder groups engaged by the organization. Examples of stakeholder groups are: - Civil society, Customers, Employees, other workers, and their trade unions, Local communities, Shareholders and providers of capital; and Suppliers.	◆CSR Policy and Promotion Framework "To Advance CSR Activities as an Integral Part of Business"	–
4.15	Basis for identification and selection of stakeholders with whom to engage.	◆CSR Policy and Promotion Framework "To Advance CSR Activities as an Integral Part of Business" ◆Stakeholder Dialogue	–
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	◆Stakeholder Dialogue < Customers, international society, and local communities > ◆Responding to Urban Issues ◆Responding to Medical Issues ◆Responding to Environmental Issues ◆Responding to Natural Disasters ◆Protecting the Global Environment ◆With Our Customers ◆Quality Initiatives ◆Approach to Social Contribution Activities ◆Promoting Learning & Education, and Cultural and Sponsorship Activities ◆Contributing to Society through Sports ◆International Support and Disaster-relief Activities ◆Example Activities in FY 2013 < Shareholders and other investors > ◆With Our Shareholders and Investors < Suppliers > ◆With Our Suppliers < Employees > ◆Diversity and Inclusion ◆Efforts Promoting Respect for Human Rights ◆Creating Good Working Conditions ◆Occupational Health and Safety and Health Management ◆Human Resource Development	1〜10

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	◆Stakeholder Dialogue ◆With Our Customers "Examples of Improvements Based on Customer Feedback"	–

5.Management Approach and Performance Indicators
✧ Economic

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
5.Management Approach and Performance Indicators			
✧ Economic			
	Disclosure on Management Approach	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Editorial Policy "Annual Report"	–
Economic Performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	–	–
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	–	7,8,9
EC3	Coverage of the organization's defined benefit plan obligations.	[Reference] FY 2013 Year-end Report (Reports on the 114th Business Period)	–
EC4	Significant financial assistance received from government.	–	–
Market Presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	–	–
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	–	–
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	–	–
Indirect Economic Impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	◆Approach to Social Contribution Activities ◆Promoting Learning & Education, and Cultural and Sponsorship Activities ◆Contributing to Society through Sports ◆International Support and Disaster-relief Activities ◆Example Activities in FY 2013	8,9

	GRI Indicator	Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	–	–

◇ Labor Practices and Decent Work

	GRI Indicator	Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
◇ Labor Practices and Decent Work			
	Disclosure on Management Approach	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Diversity and Inclusion "Embracing Diversity and Inclusion" ◆Efforts Promoting Respect for Human Rights "FUJITSU Guiding Principles of Respect for Human Rights in Employment" ◆With Our Suppliers "FUJITSU CSR Deployment Guidebook"	1,2,3,4, 5,6,10
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	–	–
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	–	–
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	◆Creating Good Working Conditions "Employee Benefits and Welfare Program"	–
LA15	Return to work and retention rates after parental leave, by gender.	◆Creating Good Working Conditions "Number of Employees Using the Care Leave Support System"	6
Labor/Management Relations			
LA4	Percentage of employees covered by collective bargaining agreements.	◆Creating Good Working Conditions "Labor Relations"	1,3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	–	–
Occupational Health and Safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	◆Creating Good Working Conditions "Labor Relations" ◆Human Resource Development "Efforts to Improve Occupational Safety and Health"	1
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	–	–

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	◆Human Resource Development "Efforts to Improve Occupational Safety and Health" ◆Risk Management "Measures against New Strains of Influenza"	1
LA9	Health and safety topics covered in formal agreements with trade unions.	–	–
Training and Education			
LA10	Average hours of training per year per employee by gender, and by employee category.	–	–
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	◆Diversity and Inclusion "Supporting the Active Participation of Older Workers" ◆Human Resource Development "Basic Policy on Human Resources Development"	6
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	–	–
Diversity and Equal Opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	◆Diversity and Inclusion "Promoting Diversity with Three Priority Measures" ◆Diversity and Inclusion "Efforts at Promoting Diversity", "Supporting the Active Participation of Female Employees"	1,6
Equal Remuneration for Women and Men			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	–	–

◇ Human Rights

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
✧　Human Rights			
	Disclosure on Management Approach	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Diversity and Inclusion "Embracing Diversity and Inclusion" ◆Efforts Promoting Respect for Human Rights "FUJITSU Guiding Principles of Respect for Human Rights in Employment" ◆With Our Suppliers "FUJITSU CSR Deployment Guidebook"	1,2,4,5,6,10
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	–	–

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	◆With Our Suppliers	1,2,3,4,5,6,10
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	◆Our Approach to CSR "Providing More Fujitsu Way Tools"	1
Non-Discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	–	–
Freedom of Association and Collective Bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	–	–
Child Labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	–	–
Forced and Compulsory Labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labo	–	–
Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	–	–
Indigenous Rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	–	–
HR10	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	–	–
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	–	–

✧ Society

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
✧ Society			
	Disclosure on Management Approach	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Approach to Social Contribution Activities ◆Compliance	10
Local Communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	–	8
SO9	Operations with significant potential or actual negative impacts on local communities.	–	7,8
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	–	7,8
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	◆Risk Management "Risk Management Processes"	10
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	◆Our Approach to CSR "Providing More Fujitsu Way Tools"	10
SO4	Actions taken in response to incidents of corruption.	–	–
Public Policy			
SO5	Public policy positions and participation in public policy development and lobbying.	–	–
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	–	–
Anti-Competitive Behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	–	–
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	. –	–

◇ Product Responsibility

GRI Indicator		Pages in Fujitsu Group CSR Report (Titles)	UNGC 10 Principles
◇Product Responsibility			
	Disclosure on Management Approach	◆Our Approach to CSR "Our Corporate Philosophy "FUJITSU Way"" ◆CSR Policy and Promotion Framework "CSR Policy" ◆Quality Initiatives ◆Information Security "Personal Data Protection Initiatives"	–
Customer Health and Safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	◆Quality Initiatives "Customer-Centric Quality Assurance Activities for Products and Services" ◆With Our Suppliers "Promoting Green Procurement"	9
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	–	–
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	–	–
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	◆With Our Customers "Making and Labelling of Products and Services Regarding Quality and Safety"	–
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	◆Quality Initiatives "Satisfaction and Quality Surveys by Third-party Organizations"	–
Marketing Communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	◆With Our Customers "Directions in Advertising"	10
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	–	–
Customer Privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	–	–
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	–	–