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EMEIA Responsible Business Master Policy

Master Policy Statement

It is Fujitsu EMEIA's policy to fulfil its social responsibilities to its stakeholders and contribute to a sustainable society whilst endeavoring to provide ever higher value to its customers.

The ethical performance of Fujitsu is scrutinized by our stakeholders, and can have a direct effect on Fujitsu's reputation. We therefore expect those within the organization and our suppliers to act in accordance with the standards set out in this policy.

The structure within which Responsible Business (RB) matters are addressed is based on best practice acknowledged across our customer base and covers five key areas:

- Environment
- Community Involvement
- Wellbeing
- Diversity and Inclusion
- Operating Practices

Environment

Protecting the environment and conserving natural resources are recognized by Fujitsu as vital important business issues. Derived from Fujitsu's environmental philosophy and embedded in the EMEIA Responsible Business programme we are fully committed to reducing our environmental impact across the scope of our operation and through services we deliver to customers.

To achieve these targets, our environmental management systems will meet appropriate technical standards and comply with all relevant laws and regulations. Where opportunities are identified, environmental initiatives may be extended to benefit the wider community to capture social action value and directly support the organizations ethos and values.

The EMEIA Environmental Master Policy sets out the detail as to how Fujitsu EMEIA considers its environmental obligations.

Community Involvement

Fujitsu strives to add value to the communities and societies on which we have an influence, either directly or indirectly, and we encourage our employees to engage with their local communities through volunteering activities coordinated by Fujitsu. In particular, we remain focused on making an impact on our material community issues, including youth employability, digital inclusion, and partnership with universities or research institutes for social innovation.

Community Involvement is defined as action enabled by Fujitsu which creates a specific and measurable benefit to communities and promotes social development.

Fujitsu EMEIA supports and respects internationally proclaimed human rights and will be guided in the conduct of our business by the provisions of the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) core labor standards. Fujitsu EMEIA will comply with local legal requirements.

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Well Being

Fujitsu EMEIA recognises and values the importance of its people and ensuring their physical and mental wellbeing is a critical part of our ability to offer excellent service to our customers. We promote a positive health culture and take a keen interest in all aspects of employee wellbeing. Specific initiatives vary from country to country but Wellbeing information and advice is available to all employees. Examples of typical services offered include:

- Proactive support for employees' wellbeing during a period of illness or upon return to the working environment following a period of absence.
- Activities designed to raise awareness and understanding of both physical and mental health issues.
- Participation in the Global Corporate Challenge where employees undertake a 100 day fitness programme competing in teams and aimed at helping them improve not only their activity levels, but also encouraging increased focus on better nutrition, mental awareness and improved sleep patterns
- Provision of a confidential EAP (Employee Assistance Programme) service on a range of issues including relationship and marital problems, bereavement, legal advice and guidance, debt management and if required, counselling to help people work through any problems that are causing concern.

Diversity and Inclusion

Fujitsu EMEIA believes in the power of difference to create a better future for everyone. To enhance innovation, we aim to bring together diverse perspectives and talents in an inclusive environment where all our people can be completely themselves.

Our approach to equality, diversity and inclusion (D&I) goes beyond legal compliance. We prize a diversity of backgrounds, cultures and thought. We do not tolerate any form of discrimination or harassment based on personal characteristics or arising from an abuse of power that adversely affects individual dignity.

We use the term 'diversity' to refer to difference in its broadest sense. Our approach to D&I encompasses a rich mix of visible and non-visible differences, including age, caring responsibilities, disability and mental health, education, ethnicity, experiences, gender, gender identity and expression, marital status, personalities, pregnancy and maternity, religion or belief, sexual orientation, social background, working styles and much more.

We use the term 'inclusion' to refer to an open, respectful and supportive environment where all our people feel they can be completely themselves and know that they will be welcomed,

listened to and valued. We believe that we can only harness the power of difference in an inclusive culture where everyone can achieve their full potential and contribute to Fujitsu EMEIA's success.

Operating Practices

Fujitsu is committed to achieving high standards in ethics & compliance, data protection, security, human rights, respect for property rights, responsible supply chain management, product safety and the health and safety of our employees and working partners. It takes all reasonable steps to manage risks in all of these areas. It does this by complying with

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legislation and relevant regulatory obligations in the countries in which Fujitsu EMEIA operates.

Fujitsu recognises that its employees and working partners are most productive when these requirements are met; and when risks are understood and effectively managed. Fujitsu EMEIA expects the active engagement of all its employees and working partners in the management and control of risks in these areas; and requires everyone working for or on behalf of Fujitsu EMEIA to discharge their responsibilities effectively and conscientiously.

Authority & Accountability

The Policy Owner shall:

- a) Ensure that all relevant Employees are aware of and, where appropriate, trained in the operation of this Policy and any changes to it;
- b) Ensure that any changes to the Policy or its associated Processes are duly authorized, for example by a suitable Governance Meeting;
- c) Submit a regular report on the effectiveness of this Policy to the EMEIA Corporate Governance Committee;
- d) Ensure that Processes are specified and maintained to enable Fujitsu EMEIA to achieve its strategic objectives in respect of this Policy.

Employees

Each Employee in the organizations to which this Policy is applicable (see below – Applicability) must comply with it and with its associated Processes, which are published in the EBMS.

Any Employee found to be in breach of any Policy may be subject to disciplinary proceedings that may lead to dismissal.

Applicability

This Policy applies to Fujitsu operations in EMEIA. This means that all Employees, Contractors, Working Partners and businesses carried on by Fujitsu Services Holdings PLC, Fujitsu Technology Solutions (Holding) BV and their subsidiaries, whether they be incorporated within Fujitsu EMEIA or not, and any other company or organization that is managed by the Head of EMEIA Region, except to the extent, if any, stated under Exemptions below, must comply with it.

Exemptions

None.

For Further Information:

Contact [Juliet Silvester](#), Head of Responsible Business