

## HEALTH & SAFETY POLICY

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### Policy Statement

Fujitsu UK & Ireland ('the Company') is committed to:

- Achieving a high standard of health and safety in all its operations,
- Taking all reasonable steps to protect the health and safety of employees from risks in their work or working environment,
- Safeguarding the health and safety of others with whom the Company may have contact in its business activities, and
- Complying with health and safety laws in the countries in which the Company operates.

Fujitsu UK & Ireland recognises that its employees and working partners are most productive when their health and safety needs are met, and when risks at work are understood and effectively managed. The Company expects the active engagement of all its employees and working partners in the management and control of risks to health and safety, and requires everyone working for or on behalf of the Company to discharge their health and safety responsibilities effectively and conscientiously.

In order to achieve the goals set out above, the Company will:

- Promote a business culture that gives a high priority to the health, safety and wellbeing of employees and is committed to the prevention of injury and ill health,
- Manage health and safety risks actively and effectively, and promote positive attitudes to identifying and reducing risks and to safeguarding health.
- Make employees aware of their responsibilities for health and safety, and develop the competences necessary to carry out their work effectively and safely.
- Set and document appropriate objectives that are communicated and implemented throughout the company.
- Implement an effective health and safety management system that ensures:
  - Risks to the health, safety and welfare of employees and others are identified and eliminated, or reduced to acceptable levels where elimination is not possible.
  - Safe and healthy working environments are provided and maintained, and that workplaces and equipment incorporate appropriate health and safety features.
  - Emergency response procedures are in place for foreseeable incidents, and that employees and others understand information on procedures relevant to them.
  - Work-related hazards, risks, injuries, illnesses, near-misses and opportunities for safety improvement are systematically recorded, reported, investigated and acted upon, and any necessary remedial or other action is taken promptly.
  - Continual improvement in health & safety management and performance
- Inform and consult with employees, their representatives and with working partners on health and safety matters, and encourage them to participate actively to achieve the Company's goals.
- Report openly and transparently on health and safety performance to employees, working partners, customers and other stakeholders.
- Provide employees with health, safety and welfare support through professionally resourced health, safety and employee support services.

This Master Policy will be supported by subsidiary policies and procedures as required to meet Fujitsu's Global Business Standards, legislation and guidance, to reduce risks and promote a positive health and safety culture at Company, Country, Business Division, Function, and contract or site level

The Company will seek to ensure that its working partners and any joint ventures or consortia in which it is engaged have the required management systems in place to achieve high standards of health and safety performance.

## Authority & Accountability

The Board has approved this Policy. Board members accept that they have ultimate responsibility for the health and safety performance of the Company. Board members are committed to:

- Providing individual and collective leadership in health and safety matters.
- Ensuring that their decisions and communications reflect the values set out in this Policy.
- Achieving the Company's health and safety goals.

Each Board Member is committed to ensuring that this Health and Safety Policy is fully implemented in the Business Units and Functions for which he/she is responsible.

The Board has approved the Fujitsu Safety Management System which sets out the organisation and arrangements for implementing this Policy throughout the Company. The Safety Management System sets out the health and safety duties and responsibilities of the Company's managers and employees at all levels

In this Policy:

**"Health and safety laws"** means international, national, state and similar legislation.

**"Legislation and guidance"** means health and safety laws, authoritative international, national and Company standards, codes of practice and guidance, and established good practice in the regions and countries in which the Company operates.

**"Others"** refers to customers, working partners (business partners, companies, contractors and individuals working with or on behalf of Fujitsu UK & Ireland) and members of the public.

## Applicability

This policy applies to Fujitsu UK & Ireland. This means all Employees, Contractors and businesses carried on by Fujitsu Services Limited and its subsidiaries and any other company or organisation (including working partners operating or carrying out work on Fujitsu UK & Ireland sites or elsewhere on behalf of Fujitsu UK & Ireland) that is managed by the Chief Executive Officer, Fujitsu United Kingdom and Ireland except to the extent, if any, stated under Exemptions below

Failure to comply with this Health and Safety Policy or any Subsidiary Policies and Procedures, or to neglect health and safety responsibilities, may lead to disciplinary action.

Failure to comply with, or neglect of, the requirements of health and safety laws may lead to criminal offences being committed and legal action being taken against the Company, and/or against individual directors, managers and employees. Penalties for serious offences in many countries include substantial fines and/or custodial sentences.

## Exemptions

There are no exemptions to this Policy. Where local health and safety legislation require higher

standards to be achieved than those required by Fujitsu UK & Ireland and /or Global Business Standards, the local legislation will take precedence. Where a lower standard of health and safety than that required by the Company is required by local legislation, the applicable Fujitsu UK & Ireland and / or Global Business standards will be met, unless agreed otherwise with the Regional Human Resources Director.

### **Policy Owner**

Head of Occupational Safety & Health, on behalf of the Chief Executive Officer of Fujitsu UK & Ireland and the Regional Human Resources Director.

### **For Further Information:**

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Head of Occupational Safety & Health

