

Committed to Responsible Business

Fujitsu in Defence & National Security



This brochure showcases some of the initiatives Fujitsu's Defence and National Security Business is involved with both at a corporate level, but also some of the individual achievements our Defence and National Security team members have embarked upon, often in their spare time. These initiatives support the environment, our local communities, and Armed Forces charities, along with our inclusion and diversity policies. They demonstrate that by supporting our employees, our local community, and our Armed Forces, Fujitsu is among those leading the way in responsible business practices in the UK, helping to create a positive future for all, and being an employer of choice.

Fujitsu in the UK and Ireland is committed to being a responsible and sustainable business. We adhere to the rigorous ISO 26000 guidelines on social responsibility, ensuring that ethical behaviour is embedded in our business practices. Fujitsu believes that conducting responsible business is about creating tangible benefits. It's about ethical practices and working to benefit society. With this in mind, we strive to place our resources and expertise at the service of local communities, while supporting a wide range of organisations.

Our efforts have been recognised by commercial network Business in the Community, who has awarded Fujitsu a five-star (99%) Platinum rating in their Corporate Responsibility Index, recognised as the UK's leading voluntary benchmark for responsible business practices. Business in the Community is an umbrella corporate social responsibility organisation based in the UK and launched the Corporate Responsibility Index in 2002. The index has since become the UK's leading voluntary benchmark for responsible business, and is published in the Financial Times during Responsible Business Week. Fujitsu was first reviewed for the CR Index in 2012, at which point we achieved the Silver award. Since then Fujitsu has enhanced its dedication to corporate responsibility and in the 2015 Index has been recognised as an industry leader, as well as in the top six Responsible Businesses.

Within the Defence and National Security sector we have a long-standing heritage, and have been a major supplier to the UK Ministry of Defence (MOD) for nearly 50 years. Across the UK and Ireland we have 3,500 security cleared staff and our National Defence Centre is staffed with dedicated specialists, collectively providing support to over 220,000 UK MOD users.

Social & Charity

SSAFA Corporate Friend

SSAFA is the national charity committed to helping and supporting those who serve in our Armed Forces, those who used to serve and the families of both. Their work provides practical, financial and emotional support to 57,000 Armed Forces personnel, veterans and their families every year. The Corporate Friends Programme aims to provide a mutually beneficial framework that helps defence companies form links within industry while helping SSAFA to raise funds and awareness. Fujitsu is proud to have been a Corporate Friend of SSAFA for many years.



"Fujitsu is very proud of our longstanding relationship with this fantastic charity. From personal experience of our close affiliation with SSAFA, my employees and I am extremely engaged and supportive of the work they do."

- Tim Gibson, Vice President, Fujitsu Defence and National Security

shaping tomorrow with you

FUJITSU

Year-on-year, Fujitsu's relationship with SSAFA has strengthened, and since partnering in 2007 Fujitsu has raised over £121,000 for the charity via a number of initiatives, including:

SSAFA Ride of Britain 2014

Each year, SSAFA holds a 500 mile, 5-day cycle ride to increase awareness and raise funds for its ongoing charitable work in support of the UK Armed Forces. Fujitsu is proud to be the lead sponsor of this epic challenge. In 2014 the event attracted a total of 21 participants - 9 from Fujitsu's Defence and National Security team, 4 from other organisations and the rest serving and ex-serving members of the Armed Forces. Fujitsu's team successfully completed the 500 miles from Edinburgh to London over some of the most beautiful but challenging countryside that Britain has to offer, raising over £14,000 for SSAFA.

Fujitsu's team of cyclists has steadily increased in recent years, rising from 1 rider in 2012, to 8 riders in 2013. The intrepid team of 9 riders who participated in 2014 were:

- Joe Gray, Apprentice
- Carl Horrocks, Business Development Manager
- Steve Marchant, Software Distribution Technician
- Damian Moran, Senior Project Manager
- Ryan Ordidge, Graduate
- Colin Robinson, Aerospace and Defence CTO
- Simon Robinson, Senior Customer Solutions Architect
- Gerald Sporle, Design & Integration
- Lorna Stephens, Release Management.



The team was ably supported by Dave Barnett (Business Service Manager) and Phil Gould (Rig Support Engineer) who organised the transport and drove the team and their bikes up to Edinburgh on the Tuesday before the event started. On the final afternoon, the riders' families and friends, plus some of Fujitsu's Defence Leadership Team and cheering crowds welcomed the riders back to the Tower of London. On reflection, Carl said: "The over-riding high for me has been the people who took part. They were a fantastic group of individuals who shared a common experience but also a very personal achievement. There was never a bad word spoken nor a moan or groan - it was both a pleasure (sort of!) and a privilege (definitely) to ride with them all."

Commenting on his achievement, Ryan said: "When I saw the London skyline in the distance, I had a moment to myself at the final stop and got a real sense of accomplishment of where we had come from."

And Damian added:

"The moment of reaching the finish at the Tower of London and seeing the faces of my family grinning, cheering and waving banners along with the hundreds of other supporters was amazing, and will make me smile every time I think about it."

Poppies in the Tower – commemorating the First World War

To commemorate one hundred years since the first full day of Britain's involvement in the First World War, over 880,000 ceramic poppies were planted at the Tower of London, turning the Tower's moat completely red. Blood Swept Lands and Seas of Red at the Tower of London was created by artists Paul Cummins and Tom Piper, and the 888,246 ceramic poppies - each representing a British military fatality during the war - progressively filled the Tower's famous moat between 17 July and 11 November 2014.



In July 2014, over 300 Fujitsu colleagues took part in helping this unique event raise money for 6 military charities, including SSAFA, through the sale of the poppies after the event. Commenting on Fujitsu's involvement, Maxine Ashbrook, Head of Marketing for Fujitsu Defence and National Security said: "I don't think anyone could have foreseen the unbelievable reaction there would be to the installation, not only in the UK but across the world. Fujitsu is incredibly proud to have been part of this. In 30 degree heat the planting was actually pretty hard work but a truly humbling experience, and all who took part expressed how proud they were to be there."

Steven Cox (Executive Director, Public Sector) was one of the 300-strong Fujitsu team and said: "It's a really humbling experience and I'm really proud to be here and part of the Fujitsu team making this happen."

Alerts can be set to monitor certain environmental conditions, like temperature, humidity and shock levels during storage and transit.

"It's making such a difference to SSAFA and to the other Forces charities that are going to benefit from this. We can't thank Fujitsu enough for coming down and putting all this effort in. It really will make a difference. Thank you." -Karen Woodgate, SSAFA

British Soldier

All her life, Fujitsu Project Management Graduate Alice Collins, has been a keen sailor. So in October 2011 when she was given the opportunity to attend a Fujitsu Regatta day on British Soldier, the Army's J/111 racing yacht, she was naturally very excited. Alice connected with the Army Sailing Association members hosting the day and since then has been fortunate enough to be invited to race on British Soldier seven times as a guest of the Army Sailing Association:

- Twice in the RORC Offshore series 2014 (Channel Race and Cherbourg Race);
- 3 times in the 2014 Hamble Winter Series; and
- Twice in the 2015 Spring Series.



Commenting on the fulfilment of her dreams, Alice said: "It has been an incredible experience and I have met the most amazing people. It's been a great chance to learn about the MOD, how it works and the benefits that adventurous training provides. I'm looking forward to future opportunities on British Soldier."

Toe in the Water

Toe in the Water uses competitive sailing to re-inspire profoundly and traumatically injured servicemen and women to see beyond their injuries, and perform to their limits regardless of physical condition. After having the opportunity to sail on Toe in the Water in 2014 and having heard them speak at an event about the great work they undertake, Hannah Baugh (Customer Solution Architect) came away thinking "I want to help". After starting running in 2013, completing a half marathon had become a personal aspiration and challenge for Hannah, so she took it upon herself to enter the Reading Half Marathon in March 2015, raising over £500 for her chosen charity thanks to the support of her friends, family and work colleagues. The All-Part Parliamentary Corporate Responsibility Group Constituency Responsible Business Champion Award In April 2015, Fujitsu was nominated by Basingstoke MP Maria Miller as the constituency's Responsible Business Champion. Fujitsu was nominated because of the longstanding positive impact in the local community, supporting the Vyne School, SSAFA and a secondment of two Business in the Community Business Connectors in the area.



"Fujitsu's Basingstoke team has made a fantastic contribution to not only the local community...They are a credit to Fujitsu and a welcome part of my constituency, and I am proud to nominate them as the Basingstoke constituency's Responsible Business Champion."

- Maria Miller, MP for Basingstoke

The All-Part Parliamentary Corporate Responsibility Group Constituency Responsible Business Champion Award

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Vyne School Quad Development

During the last academic year a group of colleagues from Fujitsu's Defence and National Security business based in Basingstoke ran a joint project with the local Vyne School to develop an area on their premises, called the Quad. This was an opportunity for a class of students, selected by the school, to leave a legacy behind them and do something different alongside their normal lessons, with the support of Fujitsu for the whole year.

The team from Fujitsu visited the school every fortnight to teach a lesson in support of the student's development, including requirements gathering and analysis, designing, costs, fundraising and general project management. As well as guiding the students, the Fujitsu team supported the school in applying for grants to help them achieve their aims. This support enabled the school to raise nearly £10,000 in funding for the Quad project, including a grant that was awarded through Basingstoke residents voting for a winning cause.

The revamped Quad was completed over 2014 and has become a far more inviting space for the students to spend their time, they even have table tennis tables to use during their breaks! Fujitsu Quad Project Lead Jo Etheridge - whose day job is Senior Project Manager - revisited the Vyne School in September 2014 to see how the developed Quad area was being used by the pupils. Commenting on the project as a whole, she said: "Thanks to the Vyne School Quad team for their continued commitment to the project and drive to deliver, the students really enjoy their new space. The difference and use of the space is fantastic and the school is already planning further development for the area".

Vyne School Assembly

As part of our ongoing Business in the Community partnership with the Vyne School in Basingstoke, Fujitsu supported a career-themed curriculum in 2014/15. In September 2014, Michael Keegan, Fujitsu UK & Ireland CEO gave an inspirational talk to the whole school. Michael's talk really captured the pupil's attention and educated them how important social values and behaviours are within Fujitsu, thus making them think about their own values and behaviours in school.

Michael also spoke about his time at school and how his career developed into the role he holds today. He also covered Fujitsu's role as a technology company and how it affects our everyday lives, how diversity is important in the people we employ and how everyone can make a contribution. He also spoke about the key elements of being a socially responsible business in the community and how its values such as Respect, Enthusiasm and Teamwork tie in directly with the core values the school promotes in its pupils.

Vyne School Interview Day

In March 2015, eight Fujitsu Defence and National Security volunteers visited the Vyne School in Basingstoke, to take part in an Interview Techniques Workshop aimed at helping pupils aged 14 and 15 to gain experience of what to expect in an interview with a prospective employer. The Fujitsu staff entered the waiting room to be greeted by eight somewhat nervous students, all smartly dressed and waiting to be interviewed. One at a time they left with their respective interviewer ready to endure 20 minutes of terrifying questioning!



Of course, in reality that was not the case. The aim of the exercise was to make the students feel comfortable and to reassure them of the situation they are likely to face when being interviewed for a job, and how to control their nerves. At the end of each interview the students all received feedback on their performance as well as updated CVs. Some of the feedback from the interviewers proved that whilst the day was challenging and mentally demanding, it was also an extremely rewarding experience:

"The day was very beneficial for me and hopefully the students as well."

"A very rewarding experience, I was impressed with the student's communication and engagement skills."

TeenTech

TeenTech runs lively one-day events across the UK to help young teenagers see the wide range of career possibilities in the areas of Science, Technology, Engineering and Maths. Fujitsu has been supporting TeenTech since 2013, and at the 2014 TeenTech event, members of the Defence and National Security Graduate, Apprentice and Industrial Placement Community project managed, designed and delivered an interactive set of activities as part of the Challenge Zone. This gave them opportunities to grow and develop individually and collectively, but also to demonstrate to the students present what Fujitsu has to offer young people, and to relate their own personal stories about their careers with us.



Dan Thomas, one of the Fujitsu graduates participating in the event said: "The best part of the day was to see the amazed faces on the students as they left the Fujitsu Challenge Zone. Not only had they learned lots about Fujitsu and what we stand for, but they had also seen cutting edge, next-generation technologies that we deliver."

Action for Children

In January 2015 Callum Blair (Rig Support Team Member) completed the Action for Children Spinathon, and raised £237 for the cause. A total of 27 people took part in the two hour spin class in Basingstoke. Afterwards, Callum said: "The event was great fun with a music quiz as we were riding. I really enjoyed the night despite being a little nervous having never done a spin class before!"



Children in Need

Like many others around the UK, in November 2014 Fujitsu employees were going all out to beat the fundraising total of the previous year for Children in Need. This time, it was our Graduates turn to lead the activities, and they organised a variety of fundraising activities ranging from a raffle and cake sale to a Children in Need yellow themed day, raising over £650 in total. There was also a special visit from Pudsey



himself! The Graduates rounded their fundraising off by volunteering to answer the phones in a Children in Need call centre on the

appeal night, which took place in Fujitsu's Manchester office. Their all-round efforts helped to contribute a whopping £29,545.58 to the children's charity.

Help for Heroes

In July 2014, Fujitsu Service Delivery Manager Jeff Salt completed a 10km run around the streets of London to raise money for Help for Heroes. As an ex-serviceman Jeff is a keen supporter of the charity and took part in the run alongside 2,600 others, and was privileged to be supported on the day by The Army Wives. Jeff said afterwards: "Thankfully, no costumed runners over took me this time!"

Army Benevolent Fund – The Soldier's Charity

In September 2014, one of our German-based Support Engineers Derek Cole completed his 3rd Berlin Marathon in aid of the Army Benevolent Fund – The Soldier's Charity. Derek ran the race with a colleague from the UK Ministry of Defence and completed the 26 miles in just over 4 hours. In so doing, he raised over £650 for his chosen charity and received a certificate of thanks. Following the marathon, Derek said: "I'm very proud of the amount of money raised, much of which has been donated by my colleagues, and overseas business partners."

Berkshire Search and Rescue

Berkshire Lowland Search and Rescue (BLSAR) is a 100% volunteer-backed charity providing highly trained searchers to assist the Police in the search for high risk vulnerable missing persons in the area, such as young children or those with dementia. Fujitsu's Service Control Officer, Katherine Collman, has been a volunteer with BLSAR for over



three years now. Katherine's role in the team is a 'Search Technician' which means that at any time - day or night - she could be called out to assist in searching for a vulnerable missing person.

Search technicians are

also expected to take part in fundraising, event support and training weekends. As part of her volunteering role, Katherine assisted with marshalling at the London 2012 Olympic torch relay through Bracknell, provided communication support at the Bracknell half marathon in 2014, and in early 2014 took part in filling sand bags for the flood-defence team, with BLSAR managing to make up 1,000 in one evening! Katherine says: "Being a search technician for BLSAR is very rewarding and I'm very proud to be involved."

Big Wheel 22 cycle ride

In July 2014, a team of three Fujitsu colleagues took part in the Big Wheel 22 event, raising funds for St Michael's Hospice. Jon Pennycook (Secure Messaging Installation Team Leader), Tom Quince (Integration Engineer), and Jung Wan (Integration Engineer) cycled the 63 miles around the North Hampshire countryside, taking in some great countryside and challenging mountains. The team raised an impressive £379.38 to support St Michael's Hospice to provide care and to buy equipment.

Jon said: "In the past couple of years, I have seen both of my mother's parents enter a facility near Cheltenham. One was suffering from dementia and was violent towards the end, requiring significant amounts of care. I am grateful for the support and care that organisations like St Michael's Hospice provides."

Hampshire Air Ambulance

Third-Line Support Technician Tony Thomas recently completed a tandem skydive in aid of Hampshire Air Ambulance. Tony and his expert tandem partner jumped from 10,000ft, experiencing 30 seconds of free fall followed by 3-4 minutes of gentle descent under the parachute before touchdown. Tony's exploits raised approximately £400 for the charity thanks to sponsorship he received from friends



and colleagues. Upon completing the jump, Tony said: "It was a great experience, once you are over the initial feeling of trepidation, it is quite exhilarating during free fall and surprisingly serene whilst you are gliding down to earth".

Environment

Conserving the UK's Bumblebees

In August 2014 Cathy White (Applications Trials Lead) contacted the Bumblebee Conservation Trust to discuss her plans to start selling wildflower seeds at Fujitsu offices in the UK and Ireland. The scheme Cathy set up has quite literally blossomed. So far, Fujitsu employees have not only donated over £150 to support the conservation of the UK's dwindling bumblebee population, but have also purchased over 100 packets of wildflower seeds to help create a bumblebee-friendly habitat, which is vital to the survival of this charismatic and iconic species.

Our vision is to ensure that our communities and countryside will be rich in bumblebees and colourful wildflowers, supporting a diversity of wildlife and habitats for everyone to enjoy. Fujitsu's contribution supports this vision and our crucial ongoing conservation work.

#Kermitted to the cause

Kermit the Frog once said "It's not easy being green". But Fujitsu's Defence and National Security team are determined to prove him wrong! We're committed to enabling everyone to do their bit to protect the environment while helping Fujitsu grow a responsible



business with a keen awareness of environmental issues. So we've established Green Teams, providing a forum for employees to share their ideas and initiatives for a greener environment. The forum

encourages an honest and open approach to help resolve environmental-related issues and to promote awareness of our wider corporate social responsibilities.

A recent example of one of the forum's initiatives was a recycling challenge, where the participants were tested to sort various items in to either a recycling bin or a general rubbish bin whose contents would end up at landfill. Participants were left 'green with envy' when the winner was presented with the prize for the fastest sort of items into the correct bins in under 30 seconds. The Green Teams have also set up recycling centres in Fujitsu offices in Basingstoke, Reading and Bracknell for various items including spectacles, batteries and stamps, with all items being donated to various charities such as Vision Aid and the Multiple Sclerosis Society.

Diversity & Inclusion

One of the six key values and behaviours Fujitsu has adopted is inclusiveness. To employees, that means we respect and take care of each other, creating a better society for all. Perhaps one of the clearest examples of this has been in the setup of 4 diversity network groups:

- Gender Diversity - focus is to champion the advancement of women in Fujitsu, initially by increasing the gender balance of women in our workforce (from 23% now to 30% by 2020) and also to champion the achievements of women in Fujitsu.
- Shine (lesbian, gay, bisexual and transgender – LGBT) - seeking to create a culture in Fujitsu where LGBT colleagues can bring their “whole selves” to work.
- SEED (support and engage employees with disability) - Fujitsu encourages managers, carers and people with an interest in impairment to get involved. Employee's signpost members to any assistance, or ways of getting the workplace adjustments they need. Both Fujitsu and its employees recognise that we are part of a global marketplace, one in which everyone needs to be represented.
- Cultural Diversity Support Group - seeks to hold real, open and frank discussions with our colleagues about how we are today, and where do we feel we could or should get to.

All of the above groups have held online conversations in various topics pertinent to them, the two more established groups (Shine and SEED) have also organised internal and external events to promote and support their aims and objectives. In early February 2015 Fujitsu UK & Ireland conducted its first Diversity and Inclusion week, where diversity and inclusion issues in Fujitsu were brought to the fore at events organised at many sites across the business in order to open the conversation and promote discussion and awareness.

As a Graduate, Caroline Moore has not been part of the Defence and National Security team for long, but so far she has continually been impressed by the surging momentum with which Fujitsu approaches its Responsible Business initiatives. Caroline has been lucky enough to be involved with a variety of interesting and exciting activities in the area of inclusion. Caroline had the pleasure of attending the first of a series of meetings around women in leadership within Defence, with an inspirational talk from Air Vice-Marshall Elaine West, CBE, Director of Projects and Programme Delivery at the Defence Infrastructure Organisation.

Caroline was also the project manager of the Diversity and Inclusion week held in February 2015, and played an active part in ensuring the presence of the week was felt in the Defence and National Security Business unit. This week gave employees the opportunity to find out about the four core diversity networks. And since then Caroline has been given the opportunity to be the Co-Chair of the Shine network for lesbian, gay, bisexual and transgender individuals. She has also been in conversations with the Armed Forces networks aiming to celebrate diversity and collaborate on best practice.

Commenting on her experiences to date, Caroline said: “When I first joined Fujitsu's Defence and National Security Business Unit, I did not know what to expect, and was prepared to find resistance to change and diversity. But I'm delighted that this is not what I've experienced and, although we have some way to go, Diversity and Inclusion is a clear priority across the organisation so I can confidently say I am proud to be a part of Fujitsu Defence and National Security.”

Employer of Choice

“As an organisation that has a proud history of not only supplying products and services to the MOD but also employing many citizens who form part of the voluntary reserve forces, Fujitsu recognises the invaluable contribution these individuals make to our community and our business. We also recognise that those individuals, previously employed by the Armed Forces, can contribute a wealth of transferable skills and experience and that it is therefore important for us as a business to support their integration into the civilian workforce in any way we can.” - Duncan Tait, Fujitsu Executive Vice President for EMEA

Recruiting wounded or injured service personnel

Our longstanding affiliation with the British Armed Forces comprises a major part of our responsible business drive, with a particular focus on supporting veterans and their families. Over the years, Fujitsu has helped veterans make a smooth transition from military service into the commercial sector. We have developed an innovative approach to supporting members of the Armed Forces and showing that we value their service to our Country. A route that enables us to recruit skilled, experienced people who can develop a new career for themselves as well as contribute to the continued success of our business. To enable this we maintain links with the Career Transition Partnership (CTP) to not only facilitate a recruitment process that recognises British Armed Forces skills and qualifications, but to also ensure that Fujitsu's own job vacancies are widely promoted to the service-leaver community, creating a strong pipeline of talent that benefits everyone involved.



“As a former serving member of the Armed Forces, I appreciate and admire the huge commitment Fujitsu is making in support of the Corporate Covenant. As a

company, it truly understands the obstacles faced by many reservists and family members of those in active duty – and endeavours to meet the needs of individuals within this group of employees by recognising their valuable contributions.”

- Glen Hymers, Operational Security Manager, Fujitsu DNS (former RAF)

Through our ongoing relationship with CTP, Fujitsu has been working closely with the Career Recovery Service (CRS). Their purpose is to help those who have, or are likely to be, medically discharged in the near future to find employment within industry.

In June 2014, Bridget Ward (Capability Operations Manager) organised our very first ‘Industry Day’ for medically discharged service personnel, from the Army, Navy and Air Force, who had expressed an ambition to pursue a career in IT. The day was hosted by Tim Gibson (Vice President, Defence and National Security) with Rachel Marsh (Head of Capabilities, Defence and National Security) and a number of other people from the business, including some who have already transitioned from the services into Fujitsu.

"Having left the Military on a Medical Discharge, I'm truly appreciative of the pledge Fujitsu has made in supporting my transition back into the working environment. Fujitsu accommodated all my requirements, enabling me to make a smooth and trouble-free induction into the organisation. Fujitsu truly recognises individual skills and the adaptability the serviceman has to offer."

Jez Ryan, Fujitsu Project Leader (recruited through the RCS)

Why Fujitsu?

Enabling information to be the real Force Multiplier

Fujitsu understands the modern-day complexities and challenges facing military organisations and intelligence communities. As a result of our work across the Defence sector we have an excellent insight in to the challenges that surround the 'joining up' of information across many large agencies in order to respond effectively to any situation in the emerging new global battlespace.

That's why partnering with Fujitsu can help to improve the quality of your information and how you use it. By exploiting a wide range of ICT-based solutions, we enable this information to deliver a real Force Multiplier effect, dramatically increasing the efficiency and effectiveness of your Force's limited resources.

We're expanding our Global Defence and National Security portfolio, supporting customers across Europe, the Middle East and India, Asia Pacific, Canada and the USA. Our commitment to military deployed infrastructure is unrivalled among ICT companies and we provide the same high level of support to Defence & National Security customers wherever they are, be that in the office, at headquarters, on the road, on foot, at sea, in the air or in combat.

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