

Corporate Social Responsibility Master Policy

Policy Statement

It is Fujitsu UK & Ireland's corporate 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 organisation and our suppliers to act in accordance with the standards set out in this policy.

The structure within which Corporate Social Responsibility (CSR) matters are addressed is based on best practice acknowledged across our customer base and covers five key areas:

- Environment
- Safety
- Wellbeing
- Social Impact
- Diversity and Inclusion

Environment

We will consider our obligations to our environmental surroundings (local and global) and strive to minimize the impact of our operations on the environment at all times

Protecting the environment and conserving natural resources are high priority targets for Fujitsu. To achieve these targets, our environmental management systems will meet appropriate technical standards and comply with all relevant laws and regulations.

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

Safety

Fujitsu UK & Ireland is committed to achieving a high standard of safety in all its operations. It takes all reasonable steps to protect the safety of employees from risks in their work or working environment, and safeguards the safety of others with whom the Company may have contact in its business activities. It does this by complying with health and safety laws in the countries in which Fujitsu UK and Ireland operates, and by meeting regulatory and statutory requirements.

Fujitsu UK & Ireland recognises that its employees and working partners are most productive when their 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 safety, and requires everyone working for or on behalf of the Company to discharge their safety responsibilities effectively and conscientiously.

Well Being

Fujitsu UK & Ireland recognises and values the importance of its people and consequentially takes a keen interest in employee wellbeing and promotes a positive health culture.

Fujitsu issues guidance on matters such as dealing with stress, maintaining appropriate work life balance and other issues, and offer employee choices which include dental and eye care, private health insurance, childcare vouchers, and additional holiday days. It makes available a confidential EAP (Employee Assistance Programme) service to all employees and encourages the use of this service. This is available to all Fujitsu employees and their dependants and offers a 24 hour helpline on a range of issues including employment law, marital and relationship problems and bereavement.

Fujitsu has an Occupational Health department which considers the interface between the employee, the workplace and work activities. Its main aim is identification, prevention and management of work issues that impact on health, and also health issues that impact on work. Services include referrals, workplace assessments, health surveillance, pre-placement assessment and specific health assessments.

Social Impact

Fujitsu UK & Ireland 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 Labour Organisation (ILO) core labour standards. Fujitsu UK & Ireland will comply with local legal requirements.

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 and membership of our Impact on Society groups.

Diversity and Inclusion

Fujitsu UK & Ireland is fully committed to the development of a diverse workforce. Applications for employment are always fully considered, irrespective of disability, gender, ethnic origin, race, faith, age, sexual orientation or part-time status.

We are fully committed to making all reasonable adjustments to ensure that people with disabilities can compete for employment and will have the opportunity to develop their careers with the company. Not only do we believe that there is a moral and legal obligation on all employers to promote diversity, but we also recognise that there are clear benefits for doing so. Our goal is to integrate diversity into every aspect of our business. We see diversity as good business practice

Authority & Accountability

Ultimate authority and accountability for the Fujitsu UK & Ireland Corporate Responsibility Policy rests with the Fujitsu Services Ltd Board ("The Board"). This authority is delegated by the Head of Fujitsu UK & Ireland.

A Corporate Social Responsibility Management Committee acts on behalf of the Head of Fujitsu UK & Ireland to ensure the ongoing management and governance of the CSR programme to the company's chosen strategy, standards and policies, and underpinned by appropriate awareness programmes, in support of Fujitsu UK & Ireland business objectives and in compliance with customer and regulatory requirements.

Owners of the associated Master Policies are accountable for maintaining compatibility with these policy statements within their own policies.

The Head of Corporate Social Responsibility Programmes is accountable for providing appropriate supporting facilities in compliance with this policy.

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 that is managed by the Head of Fujitsu United Kingdom and Ireland except to the extent, if any, stated under Exemptions below.

Policies operating across the Company are identified within the overall Employment Policy Framework; local policies and practices operating within countries other than the UK are in line with local employment legislation. These policies are owned and managed by the individual countries.

Exemptions

There are exemptions provided for some employees who have been transferred to Fujitsu UK & Ireland under TUPE arrangements from another organisation where they are covered by an alternative policy.

Policy Owner

This master policy is owned by the Chief Operating Officer, Fujitsu UK & Ireland, on behalf of the Head of Fujitsu UK & Ireland

For Further Information:

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