



Innovate Reconciliation Action Plan

June 2019 - June 2021



RECONCILIATION
ACTION PLAN

INNOVATE

FUJITSU



Contents

Our vision for reconciliation	3
CEO Foreword	4
About Fujitsu	5
Message from Reconciliation Australia	6
Our Reflect Reconciliation Action Plan	7
Relationships	11
Respect	12
Opportunities	13
Governance	14
Artist Overview	15

Our vision for reconciliation

Fujitsu is committed to shaping a tomorrow in which Aboriginal and Torres Strait Islander peoples and other Australians share in an equitable, just, prosperous and rewarding future. Our goal is to see everyone connected with Fujitsu extend their understanding of Aboriginal and Torres Strait Islander cultures, and to build stronger connections with Aboriginal and Torres Strait Islander communities. Fujitsu believes in human-centric technology that serves the needs of people and society, including Aboriginal and Torres Strait Islander peoples. We strive to create sustainable opportunities for Aboriginal and Torres Strait Islander peoples within our business and value chain.



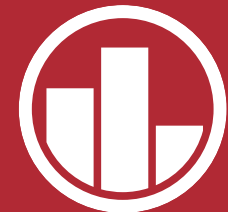
Relationships



Respect



Opportunities



Governance



CEO Foreword



It gives me great pleasure to present the Innovate RAP for Fujitsu Australia Limited, marking the second chapter in our journey towards reconciliation. Our commitment to reconciliation is enduring and multi-faceted, as we recognise our responsibility to galvanise this change both internally within our organisation, and externally, as a contribution to society at large. This plan will see Fujitsu continue to strengthen the connections we have made with Aboriginal and Torres Strait Islander communities and deepen our understanding of Aboriginal and Torres Strait Islander cultures, driven by the key pillars of reconciliation – relationships, respect and opportunities.

“Innovate” is an apt theme for this continued commitment to the development of Fujitsu’s reconciliation practices, policies and programs. As a leading IT services provider, innovation is the catalyst that drives us towards creating the future we want to see, in which opportunity and prosperity is enabled and optimised by technology. Just as we innovate in formulating business-driven technology solutions, Fujitsu will innovate to discover and build new pathways for greater empowerment of Aboriginal and Torres Strait Islander peoples and communities, guided by the goals detailed within this RAP.

Fujitsu recognises the significant contributions Aboriginal and Torres Strait Islander communities make towards the rich tapestry of Australian culture, economy and scientific understanding. Through honouring the history of this land and its Aboriginal and Torres Strait Islander peoples, we unearth the key to forging a sustainable and prosperous future for all Australians.

Since Fujitsu began our reconciliation journey in 2018 with the launch of our Reflect RAP, we have marked the achievement of many of our first goals. From hosting an ‘Indigenous voices in Tech’ panel at Fujitsu World Tour 2018, to increasing our expenditure with Aboriginal and Torres Strait Islander owned businesses by over seventeen times through leveraging strong partnerships with Supply Nation and the Indigenous Defence & Infrastructure Consortium. We have also worked to increase the level of cultural understanding of our employees, launching our Acknowledgement of Country protocol and engaging in Aboriginal stories through virtual reality.

Fujitsu realise that there is more to be done, and this Innovate RAP signifies Fujitsu’s increased ambition to seek out opportunities to collaborate with customers, partners and Aboriginal and Torres Strait Islander communities, utilising our unique technology solutions to co-create value – for our partners, our communities and society.

I am proud to share the expanded reconciliation goals expressed within this RAP. They are Fujitsu’s roadmap to creating real change within our organisation, and with the support of employees, partners and customers alike, we will move ever closer to our vision of a reconciled future.

Mike Foster

Chief Executive Officer

Fujitsu Australia & New Zealand



About Fujitsu

As a leading provider of innovative IT solutions, Fujitsu Australia partners with customers to consult, design, build, operate and support business solutions. From strategic consulting to application and infrastructure solutions and services, Fujitsu has earned a reputation as the single supplier of choice for leading government and corporate organisations throughout Australia.

With over 3500 employees representing Fujitsu across the region, the company has an enduring, well-established commercial presence in the country. Fujitsu's Australian offices are responsible for supporting service delivery operations for over 2000 clients.

According to Fujitsu's most recent Diversity & Inclusion Survey, we have 6 employees that identify as Aboriginal and/or Torres Strait Islander peoples.

At Fujitsu, we believe that being a responsible business means investing in a diverse, safe, and engaged workforce, adding value to the communities in which we work, and co-creating this value with our customers and supply chain.

From strategic consulting to application and infrastructure solutions and services, Fujitsu Australia and New Zealand have earned a reputation as the single supplier of choice for leading corporate and government organisations.

We use our experience and the power of ICT to shape the future of society with our customers.



Message from Reconciliation Australia



On behalf of Reconciliation Australia, I am delighted to see Fujitsu continue its reconciliation journey and to formally endorse its Innovate RAP.

Through the development of an Innovate RAP, Fujitsu continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Fujitsu with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Fujitsu will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Fujitsu well as it embeds and expands its own unique approach to reconciliation. We encourage Fujitsu to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Fujitsu on its second RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Reconciliation Action Plan

Fujitsu recognises that reconciliation is built on mutual respect. We recognise the positive impact that cultural enrichment can have both within our organisation and on society as a whole. We are confident that Fujitsu's commitment to advancing reconciliation will bring value to our people and customers, as well as the Aboriginal and Torres Strait Islander individuals, communities and organisations that we work with.

The first Reflect RAP was launched in February 2018, outlining our commitment to provide opportunities that support Aboriginal and Torres Strait Islander communities, and the steps Fujitsu intended to take to prepare our organisation for the successful implementation of short and long-term reconciliation initiatives. Since the launch of the RAP, we have made notable progress towards our reconciliation goals, taking significant steps in our journey to reconciliation. Through continuing to develop and grow our RAP, Fujitsu aims to further generate real social change and economic opportunities for Aboriginal and Torres Strait Islander Australians.



The launch of Fujitsu's Reflect RAP was celebrated in our Macquarie Park head office. Left to right: Fujitsu CEO, Mike Foster, Aunty Julie Janson (Darug Elder), Supply Nation Deputy CEO Jason Timor, MP for Bennelong John Alexander OAM.



2018 Fujitsu World Tour: "Digital Inclusion - Celebrating Indigenous Voices in Tech" panel and Welcome to Country ceremony performed by Aunty Ann Weldon.

Fujitsu was delighted to host an Indigenous voices panel at Fujitsu World Tour 2018, our primary communication and marketing event for Oceania, with the focus topic "Digital Inclusion and Diversity – Celebrating Indigenous Voices in Tech". Distinguished panel members included Adam Goodes, CEO Indigenous Defence & Infrastructure Consortium, Jesse Slok, Co-Founder Bawurra Foundation, Liam Ridgeway, Co-Founder Indigitek; and Donna Reddin, the Supply Nation 2018 Procurement Professional of the Year, all providing valuable insights on the value of Indigenous supply chain inclusion, and how digital technology and storytelling are instrumental tools in creating a reconciled Australia.

We have fostered valuable new relationships within our local Aboriginal and Torres Strait Islander communities through our efforts in hosting a formal Welcome to Country at Fujitsu Head Office in Sydney for the launch of our Reflect RAP, and again to open proceedings at Fujitsu World Tour 2018. In addition, we launched our own Protocol for Acknowledgement of Country and Welcome to Country for Fujitsu, and publicised this throughout the year, including in communications during National Reconciliation Week and NAIDOC Week.

2018 saw Fujitsu establish our partnership with Indigenous Defence & Infrastructure Consortium and maintained active membership of Supply Nation to increase Fujitsu's use of Aboriginal and Torres Strait Islander enterprises as suppliers. Since 2017 we have increased the volume of our spend by more than seventeen times. Aboriginal and Torres Strait Islander owned businesses in the Fujitsu supply chain provide a variety of services, including hardware support, facilities services, catering, and stationery and printing.



Fujitsu CEO Mike Foster and IDiC CEO Adam Goodes celebrate Fujitsu's partnership.

We have taken steps towards our goal to increase the number of Fujitsu employees who identify as Aboriginal and/or Torres Strait Islander peoples. We participated in the careers fair for Walanga Muru - the Indigenous unit at Macquarie University in Sydney as part of Camp Aspire - an event that takes 55 Aboriginal & Torres Strait Islander year 11 & 12 students from regional NSW on a 3 day experience around Sydney and Macquarie University, to highlight tertiary education options. We have also worked to ensure we collect better data to ensure that we can monitor the diversity of our workforce across all stages of the employee journey, and prioritised the sensitivity and privacy of this data.

Key members of Fujitsu's talented staff have also been celebrated for their passion and dedication towards promoting reconciliation throughout the organisation. Senior Legal Counsel and RAP Working Group member Sara Wedgwood, based in our Barton office, was recognised within the ACT community in 2018 as the ACT Law Society's first nominee for a Canberra & District NAIDOC Award in the "Non-Indigenous Persons Contribution to the Indigenous Community" category, for her early work in establishing a juvenile offender diversionary program in Nhulunbuy (Arnhem Land) and for her later efforts towards developing the ACT Law Society's RAP.



Sara Wedgwood recognised at the Canberra & District NAIDOC Awards.

In keeping with our Reflect RAP commitment to raise internal understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements, Fujitsu implemented a number of initiatives throughout the period of the RAP to enhance staff engagement and awareness. During National Reconciliation Week, Fujitsu hosted virtual reality screenings of the short film "Collisions", the story of Indigenous Elder Nyarri Morgan and the trials he and the Martu tribe have faced, in eight premises across Australia, attracting the participation of over 150 staff members in total. We also celebrated NAIDOC Week through sharing information on its meaning and significance to Aboriginal and Torres Strait Islander peoples and communities throughout our internal and external communications channels.

Our Innovate RAP reflects an increased level of ambition for our reconciliation goals. In this RAP, we commit to seek out ever more opportunities to collaborate with customers and Aboriginal and Torres Strait Islander communities to use our technology to co-create value.

Fujitsu embraces technology to tackle social issues in a myriad of innovative ways and shape a prosperous, inclusive future for all. Our commitment to reconciliation is an important milestone in our Diversity & Inclusion journey, and we are passionate in our pursuit of digital inclusion as a means to bridge the gap between Aboriginal and Torres Strait Islander peoples and other Australians. The spirit of Fujitsu's commitment is embodied throughout this Innovate RAP, which has been developed by the Fujitsu RAP Working Group, who with the ongoing support of our CEO will continue to work tirelessly towards making Fujitsu's reconciliation vision a reality.

The RAP's Executive Sponsor is Caroline Flatley, Vice President of Human Resources for Fujitsu Oceania.

The RAP Working Group is comprised of volunteers from across Australia, and new volunteers are continually welcomed. The volunteers include Aboriginal or Torres Strait Islander peoples.



Participating in the Virtual Reality film 'Collisions' as part of Reconciliation Week 2018.



Fujitsu participates in careers fair for Indigenous students in partnership with Macquarie University NSW.

The Working Group's members are:

- Blaise Porter, Sustainability Manager Oceania (Chair)
- Stephanie Coppens, Consultant
- Hara Duckstein, Talent Specialist - Graduate Lead
- Christian Duplock, Legal Graduate
- Daniel Roberts, Solution Architect
- Fuava Solaese, Software Asset Manager
- Sara Wedgwood, Senior Legal Counsel
- Dr Todd Phillips, Indigenous Strategy and Policy, Walanga Muru, Macquarie University

The Innovate RAP was reviewed by partner organisations for their input and to ensure Aboriginal and Torres Strait Islander representation. This included representatives from the Indigenous Defence and Infrastructure Consortium (IDIC), Supply Nation, and Walanga Muru (Macquarie University's Aboriginal and Torres Strait Islander Student Engagement and Strategy Office).

The Innovate RAP was endorsed by Fujitsu Oceania's Diversity & Inclusion Council, chaired by CEO Mike Foster.



Relationships

At the heart of Fujitsu's commitment to reconciliation is our belief that building stronger connections with Aboriginal and Torres Strait Islander communities will empower both Aboriginal and Torres Strait Islander peoples and our organisation as a whole to drive a more prosperous and equal society. Through engaging staff and stakeholders in reconciliation, we can forge partnerships that will carry Fujitsu into the future while understanding and acknowledging the past through embracing our shared heritage.



Respect

Fujitsu acknowledge the importance of creating a stronger awareness and an understanding of Aboriginal and Torres Strait Islander peoples, cultures, histories and protocols. We seek to build the cultural awareness and confidence of our employees to form respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations. We believe that respectful partnerships built on trust and purpose will help us ensure more effective service provision to our customers and the communities we engage with.



Opportunities

Fujitsu is committed to creating opportunities in our supply chain that support Aboriginal and Torres Strait Islander communities. We recognise that by doing this, we can help enhance opportunities for Aboriginal and Torres Strait Islander peoples in the STEM (Science, Technology, Engineering and Mathematics) area and promote our vision of a prosperous digital future. Fujitsu is currently working with partners including the Indigenous Defence & Infrastructure Consortium and Supply Nation to continue to create sustainable opportunities for Aboriginal and Torres Strait Islander peoples in our value chain.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2021	RAP Working Group Chair
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.		RAP Working Group Chair Head of Procurement
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff via InfoWorld, newsletters, internal social media and other relevant channels.	27 May - 3 June 2020, 2021	RAP Working Group Chair Marketing Coordinator
	RAP Working Group members to participate in an external NRW event.		RAP Working Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.		
	Organise at least one NRW event each year.		
	Invite Aboriginal and Torres Strait Islander people to share their reconciliation experiences and stories at Fujitsu events.		
	Register all our NRW events on Reconciliation Australia's NRW website.		
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	Progress assessed: March 2020, March 2021	RAP Working Group Chair
	Communicate our commitment to reconciliation publicly by maintaining our external RAP page, including content in our annual Responsible Business Report, external social media channels, and other channels as appropriate.		
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.		
4. Promote positive race relations through anti-discrimination strategies.	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2020	RAP Working Group Head of HR Delivery & Talent Acquisition
	Educate senior leaders on the effects of racism.		Head of HR Delivery & Talent Acquisition

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	December 2019	Learning & Development Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.		
	Develop, implement and communicate a cultural learning strategy for our staff.	March 2020	Learning & Development Manager RAP Working Group Chair
	Investigate local cultural immersion opportunities for RAP Working Group members, HR managers and other key leadership staff.	Progress assessed: March 2020, March 2021	
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.		
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Progress assessed: March 2020, March 2021	RAP Working Group Chair
	Invite Traditional Owners into our offices to explain the significance of cultural protocols.	By June 2020	
	Continue to raise awareness of our cultural protocol document, which include protocols for Welcome to Country and Acknowledgement of Country.	Progress assessed: March 2020, March 2021	
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.		
	Display an Acknowledgement of Country plaque in at least two premises over the duration of this RAP.		
	Display an Acknowledgement of Country on digital screens at offices.		
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.		
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2019 and 2020	RAP Working Group Chair
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Progress assessed: March 2020, March 2021	RAP Working Group Chair Corporate Counsel
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2019 and 2020	RAP Working Group Chair Marketing Coordinator
	Display information about NAIDOC Week on digital displays, signboards and via other internal communication channels.		

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Progress assessed: March 2020, March 2021	RAP Working Group Chair Talent Acquisition Lead
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	September 2019	
	Continue to develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Progress assessed: March 2020, March 2021	RAP Working Group Chair Talent Acquisition Lead Learning & Development Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.		Talent Acquisition Lead
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	March 2021	RAP Working Group Chair Corporate Counsel
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Progress assessed: March 2020, March 2021	Talent Acquisition Lead
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Progress assessed: March 2020, March 2021	Head of Procurement VP, Government
	Maintain Supply Nation membership.	Progress assessed: February 2020, February 2021	Head of Procurement
	Continue to partner with the Indigenous Defence & Infrastructure Corporation (IDIC) to incorporate Aboriginal and Torres Strait Islander Owned businesses in our supply chain, and in partnership while delivering services to our customers.	Progress assessed: March 2020, March 2021	Head of Procurement VP, Government
	Continue to develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.		Head of Procurement VP, Government
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.		
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.		
10. Investigate opportunities to support Aboriginal and Torres Strait Islander students.	Investigate opportunities to promote and support Aboriginal and Torres Strait Islander peoples to pursue STEM Careers, including collaborating with other RAP organisations.	Progress assessed: March 2020, March 2021	RAP Working Group Chair Talent Acquisition Lead
	Develop and strengthen relationships with universities to promote opportunities within Fujitsu to Aboriginal and Torres Strait Islander students.		
	Investigate employment pathways such as cadetships and internships.		

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Progress assessed: March 2020, March 2021	RAP Working Group Chair
	Establish and apply a Terms of Reference for the RWG.	December 2019	
	Meet at least four times per year to drive and monitor RAP implementation.	Sept, Dec 2019 April, June, Sept, Dec 2020 April 2021	
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2019	RAP Working Group Chair
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Progress assessed: March 2020, March 2021	RAP Working Group Chair VP, Government
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2019	RAP Working Group Chair
	Appoint and maintain an internal RAP Champion from senior management.	Progress assessed: March 2020, March 2021	VP, Government
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2019, 2020	RAP Working Group Chair
	Report RAP progress to all staff and senior leaders quarterly.	Sept, Dec 2019 April, June, Sept, Dec 2020, April 2021	RAP Working Group Chair Marketing Coordinator
	Publicly report our RAP achievements, challenges and learnings, annually.	April 2020, April 2021	
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2020	RAP Working Group Chair
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2020	RAP Working Group Chair

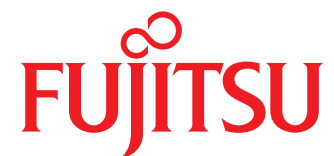
River Runs Deep

The rivers are a special place to dream and get in touch with nature. It's a place of healing for our ancestors to gather and meet. The small white dots in the painting are our ancestors traveling.

Sharon Smith is an Aboriginal artist from the Wiradjuri Nation, whose paintings thematically express her heritage and culture and work as an affirmation of her identity. Sharon's work reflects love for the natural world. Through her depictions of landscapes, trees and animals, Sharon explores a personal connection with her people's age-old relationship to the earth. "River Runs Deep" reflects this connection.

Sharon works primarily with acrylic on canvas but has also works in other mediums including ceramics, sculpture and weaving. She has exhibited at Boomalli Art Gallery and Kerrie Lowe gallery, and was a finalist in the 2014 Parliament of NSW Aboriginal Art Prize and the 2015 Fisher's Ghost Art Award.





Further Information

Blaise Porter, Sustainability Manager

Phone: 02 9776 4058

Email: reconciliation@au.fujitsu.com