

# INNOVATE

## Reconciliation Action Plan

October 2021 - October 2023



## Artist Overview



Jasmine Sarin is a proud Kamilaroi and Jerrinja woman with a passion for Aboriginal culture and art. JS Koori Designs strives to build and grow a sustainable Aboriginal owned and operated business by celebrating the world's oldest living culture.

"I was born in Wollongong (Dharawal country) and grew up predominantly on the South Coast in Nowra (Jerrinja and Yuin country) but have family connections and ties to Coonabarabran in Central West NSW (Kamilaroi country).

I pay my respects to my elders both past and present and acknowledge that the land on which we all live, work and play on was, is and always will be Aboriginal land.

Creating artwork is something very personal to me. It allows me to be unrestricted, undefined, unlimited in the way I perceive my world. It is almost like yoga for the soul. Never be confined by the walls we build around ourselves."

**Jasmine Sarin**



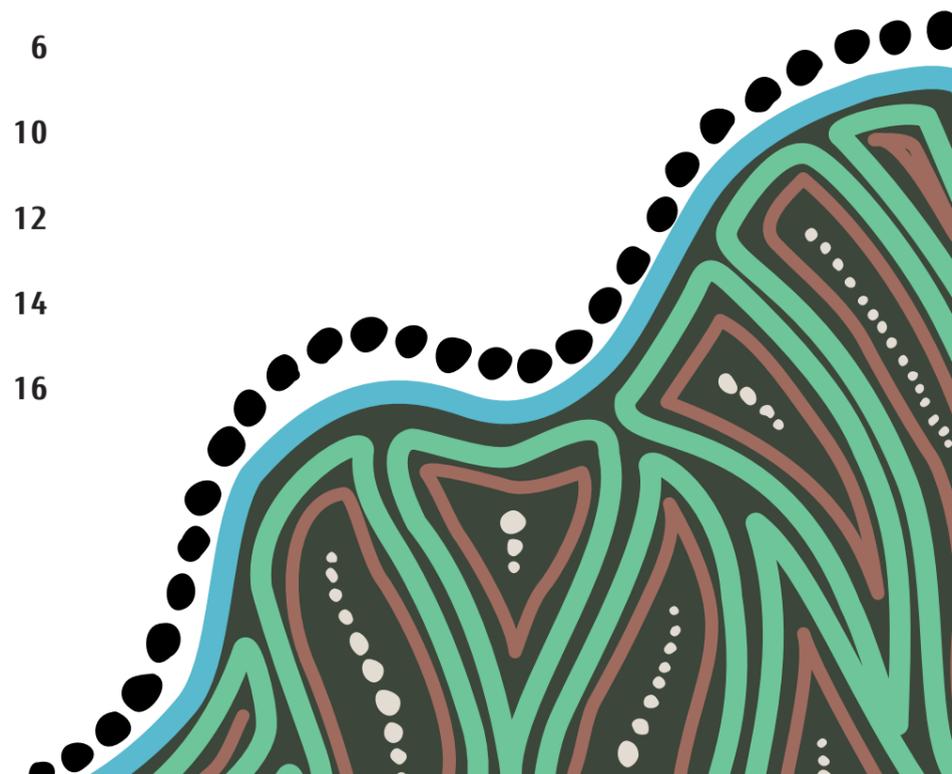
### "Knowledge Sharing"

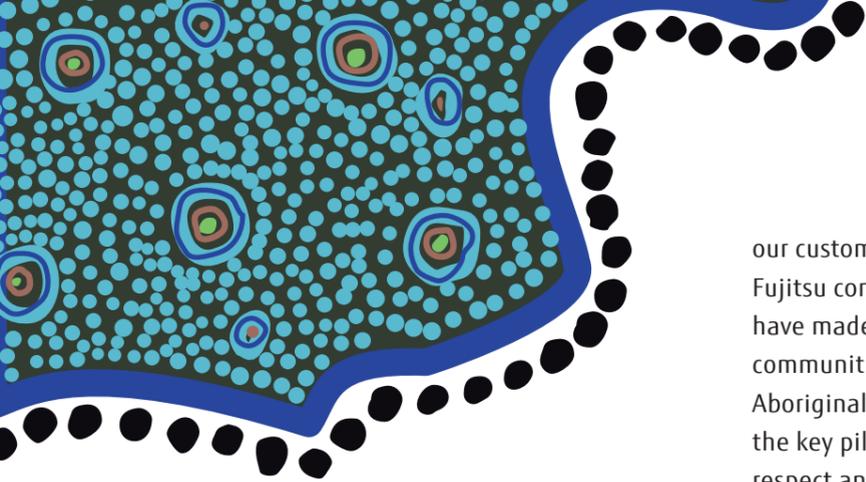
"Knowledge Sharing reflects on the importance of communication and how we share stories, information, and guidance. There are three circles that depict people and their representation of community and family. One of these circles holds the message stick, signifying the gatekeeper of knowledge and advice. The other two, are receiving the knowledge, to take back and share what they have learned with their

mob. The colours and patterns represent the changing landscape across rivers, bushland, and mountains. The lines connecting the circles demonstrate a strong sense of connectedness. The changing style of the lines is to highlight the different means by which we interact and engage with others when we share knowledge. It may be through song, through art, through storytelling, through sight, taste, and sound."

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### CEO Foreword

It gives me great pleasure to present Fujitsu's second Innovate Reconciliation Action Plan (RAP).

Our commitment to reconciliation is enduring and multi-faceted. This, our second Innovate RAP, reflects the progress we have made and hope to make in the future as we learn from and work with our Aboriginal and Torres Strait Islander employees, suppliers, community partners, and stakeholders.

At Fujitsu, our purpose is to make the world more sustainable by building trust in society through innovation. We believe that reconciliation is essential to achieving this purpose in Australia. Without truth-telling and equity; social trust cannot be realised. Without incorporating the knowledge and innovation of Aboriginal and Torres Strait Islander peoples, Australian sustainability will never be complete.

We recognise our responsibility to drive this change internally within our organisation, and externally with

our customers and society as a whole. In this plan, Fujitsu continues 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 the RAP framework – relationships, respect and opportunities.

Our commitment to being an inclusive organisation is core to what our RAP means to us. Being an inclusive business means everyone can deliver on Fujitsu's purpose and feel free to innovate. We are proud of the work we have done since the launch of our first RAP in 2018, including launching an internship program to encourage talented young Aboriginal and Torres Strait Islander people in STEM careers, and we continue to significantly increase our spend with Aboriginal and Torres Strait Islander owned businesses each year. We also recognise that there is much more for Fujitsu to continue to learn, and to do.

This Innovate RAP signifies Fujitsu's increased ambition to create 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 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 continue our work to contribute to a more reconciled Australia.

Yours sincerely,

**Graeme Beardsell**  
Chief Executive Officer  
Fujitsu Australia and New Zealand

### Message from Reconciliation Australia

Reconciliation Australia commends Fujitsu on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Fujitsu continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloging the successes and

challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Fujitsu will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Fujitsu using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Fujitsu to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Fujitsu will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Fujitsu's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.



Congratulations Fujitsu on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## 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.

Fujitsu's purpose is to make the world more sustainable by building trust in society through innovation.

This commitment to humanity calls every Fujitsu employee towards empathy with broader society, and to think beyond their immediate role to make a positive contribution to our planet and our communities. Our purpose informs how we see our role in contributing to reconciliation, which includes:



- Building respectful, reciprocal relationships with Aboriginal and Torres Strait Islander people and organisations.
- Acknowledging, celebrating and learning from the rich tradition of innovation and caring for Country by First Nations people, past and present.
- Using our digital skills and capabilities to promote and protect Aboriginal and Torres Strait Islander cultures, histories and achievements.
- A continued focus on the sustainable inclusion of Aboriginal and Torres Strait Islander suppliers in our value chain, while creating opportunities for individuals to access digital skills and careers.



## Our Business

Fujitsu is a full-service ICT company with 3000 employees and contractors in Australia and New Zealand. We have a national footprint, with presence in every state and territory across 26 sites in the region, including six data centres and our national warehouse and distribution centre. We have been established in Australia for more than 45 years, and our regional headquarters is in Sydney. The Fujitsu Group is a global organisation of more than 130,000 employees and is headquartered in Tokyo.

Fujitsu as a global information and communication technology (ICT) company, offering a full range of technology products, solutions and services. This includes services such as data centres, workplace and workforce support, cloud services, data and application services, IT hardware for users and enterprises, as well as delivering emerging technologies such as artificial intelligence and blockchain. Fujitsu has one of the most mature data centre capabilities in the region, with a footprint of over 55,000 square metres and growing; providing the underlying platform for Fujitsu's local and global Cloud capabilities. Fujitsu's supercomputer Gadi, has achieved a ranking of 24 in the TOP500 project worldwide supercomputer ranking, making it Australia's fastest supercomputer and the most powerful supercomputer in the southern hemisphere. Gadi means 'to search for' in the language of the Ngunnawal people, the traditional owners of the land occupied by the National Computational Infrastructure (NCI Australia) where the supercomputer is based.

Fujitsu responds to the modern digital world by co-creating with our partners and customers and driving new value from cutting-edge digital technologies that not only transform the way we work and live, but contribute to solving local and global social challenges. In Australia, more than 1000 organisations trust us with their critical ICT services, and to co-create the solutions of the future. We use technology and work with our customers and wider ecosystem partners to help solve social issues, in line with our purpose to make the world more sustainable by building trust in society through innovation. By making a contribution to the United Nations Sustainable Development Goals we are helping to transform our world and build an inclusive, sustainable and trusted society.

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.

- Strive for the success of our Aboriginal and Torres Strait Islander customers, communities, suppliers, partners and employees in the ways that are meaningful to them.
- Practising truth-telling about our shared history, in accordance with the Uluru Statement from the Heart.



From Left to Right: Bronte Charles and Jayden McLeod, Indigenous Interns, with Carole Campbell, Manager.





## Our RAP

Our third RAP continues Fujitsu's commitments to creating value for Aboriginal and Torres Strait Islander individuals and their families, communities and businesses.



**Reece Griffiths** Procurement Intern



Our first Innovate RAP was launched in 2019, following Fujitsu's Reflect RAP in 2018. We are proud of the progress we have made in incorporating Aboriginal and Torres Strait Islander-owned businesses in our supply chain. Over the course of our first Innovate RAP we worked closely with our partners the Indigenous Defence & Infrastructure Consortium (iDiC) and Supply Nation to identify and sustainably embed opportunities in our direct and customer value chain, including publishing our first Indigenous Supply Chain Policy. As a result, we have significantly increased our spend with Aboriginal and Torres Strait Islander businesses from \$272,970 in FY18/19 to over \$1.47M in FY20/21.



**Peta-Ann Toohey** Human Resources Intern



Fujitsu has also begun to take steps in assisting Aboriginal and Torres Strait Islanders suppliers to grow their own capability. For instance, Fujitsu engaged an iDiC supplier to perform electrical test and tag services for a customer as a subcontractor, assisting them to obtain the advanced level security clearances required, which we hope will enable that supplier to serve a new customer market. Fujitsu also engaged Bunjil Energy through the iDiC to perform a solar panel installation on the roof of our Eight Mile Plains data centre in Queensland. Data centres are technically complex environments and the installation required extensive collaboration with our electrical contractors. We are hopeful that this will support the growth of Aboriginal and Torres Strait Islander owned capacity in the low carbon economy of the future.

In 2020, we also launched our first paid internship program to create pathways for young Aboriginal and Torres Strait Islander peoples in the ICT sector. In partnership with Walanga Muru, the Aboriginal and Torres Strait Islander unit at Macquarie University, we welcomed seven Aboriginal and Torres Strait Islander interns to Fujitsu across various business units, including Cyber Security, Finance, Human Resources, Portfolio and Alliances, Project Delivery, Responsible Business and Sales. Alongside day-to-day responsibilities within their teams, the interns also completed a structured development program. Fujitsu partnered with Indigitek, a networking and support group for Aboriginal and Torres Strait Islander people in STEM, to connect these interns with high-achieving Aboriginal and Torres Strait Islander people in the STEM sector. We are delighted that three of the interns continued their career at Fujitsu. We have incorporated many lessons from experience into our 2021 program, which will provide paid internships for up to 15 students in both NSW and Queensland. These include increasing the number of days per week the interns will work, a stronger focus on digital skills, and better defined connections to our graduate program and ongoing casual employment opportunities.

We continued to support Bawurra Foundation, a charity founded and led by Gamilaraay man Jesse Slok, with hosting in our cloud and use of Fujitsu's hardware products. Bawurra Foundation works with many First Nations communities and Elders to digitally preserve Aboriginal and Torres Strait Islander knowledge and culture in Australia. Volunteers partner with First Nations



Solar installed by Bunjil Energy on Fujitsu's Queensland Data Centre



songlines, and language. To accompany this preservation, Bawurra Foundation digitally preserves artefacts such as maps, photos, letters, drawings, and news clippings. Fujitsu ScanSnap allows volunteers and community members to scan multiple items at once at very high quality, preserving these as part of the Bawurra digital library, which is hosted securely in Fujitsu's Cloud. The Bawurra Foundation digital library has reached over 1,300 students in 12 remote communities within Australia, providing an important digital resource for education and engagement. During much of the period of the first Innovate RAP, Bawurra was unable to visit First Nations communities due to the ongoing impact of

the COVID-19 pandemic. We look forward to assisting Bawurra's on-country missions when it is safe to do so. Over the course of our first Innovate RAP we have also shared more about our reconciliation goals and learnings with the community. We were honoured to have iDiC CEO Adam Goodes join Fujitsu for a webinar for National Reconciliation Week 2020 and share learnings with an audience of more than 350 people about racism, inclusion and supply chain diversity. During the RAP we learned the importance of using many communication channels, and with the iDiC's support, a digital record of this conversation was made into mousepads and distributed to employees and partners throughout Australia. We have also made efforts during the period to increase awareness of reconciliation including placing an Acknowledgement of Country plaque at all offices, ensuring a verbal Acknowledgement is given at all-hands and Manager calls, and published a protocol document to guide our employees. The importance of creating safe and open space for conversation about these issues has been an important reflection during the first Innovate RAP, and we were thrilled to welcome Warren Roberts, proud Thunghutti and Bundjalung man and founder of YARN Australia to share with our people how respectful spaces for storytelling and learning can be created.

During the last two years we have also formalised and begun to implement our cultural awareness training strategy. This has included specific training for our Executive Leadership Team (ELT), delivered as part of our 2021 Reconciliation Week agenda. Human Resources leaders and buddies involved in our Aboriginal and Torres Strait Islander Internship program also completed cultural awareness training delivered by our delivery partners at Walanga



**Ally Carter** Deployment Intern



**Michael Corey** Sales Operations Intern





Liam Gornall Cyber Security Intern



Muru (Macquarie University). Two people from our Procurement team also completed First Steps training from Supply Nation over the course of the RAP, and the entire team received introductory training from Supply Nation as part of marking Reconciliation Week in 2021. During the implementation of the RAP we also welcomed the iDiC to talk to our service delivery architects and managers, as we realised the importance of stronger connection with these decision makers, and this work will continue.

In 2020, we implemented a balanced scorecard initiative which ties a portion of executive remuneration to achieving results across our business, including the achievement of key non-financial indicators. One of these indicators is ensuring we meet our RAP goals and targets. This has helped us raise visibility and accountability of our reconciliation commitments amongst our entire leadership team, reflecting a key learning of the importance of shared accountability and ownership.

Our second Innovate RAP reflects an increased level of ambition for our reconciliation goals, including bringing our innovation expertise to approach reconciliation. This RAP has been developed by the Fujitsu RAP Advisory Group, who with the ongoing support of our CEO, Head of Office of Purpose and executive leadership team will continue to work towards making Fujitsu's reconciliation vision a reality.

The RAP Advisory Group has been established to develop the content of the RAP and facilitate implementation. The Advisory Group includes representation from across Fujitsu Australia, including members of the Executive Leadership Team. Meetings occur

at least every other month and new volunteers are continually welcomed. The volunteers include two Aboriginal or Torres Strait Islander people. The Advisory Group's members are:

- Andrew Shimmin, Senior Talent Acquisition Consultant
- Christian Duplock, Legal Counsel
- Daniel Roberts, Senior Solution Architect
- Earle Moroney, Lead Systems Architect (Luritja man)
- Iona Hutchinson, Graduate - Sales
- Nicole Forrester, Head of Office of Purpose (Wiradjuri woman)
- Sara Wedgwood, Senior Legal Counsel
- Stephanie Cockburn, Consultant
- Valerie Xie, HR Advisor

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 RAP has two Executive Sponsors. They are Peter Fury, the Vice President of Service Delivery & Portfolio; and Nicole Forrester, the Head of Office of Purpose. Nicole is a Wiradjuri woman. This second Innovate RAP was endorsed by Fujitsu Oceania CEO Graeme Beardsell.



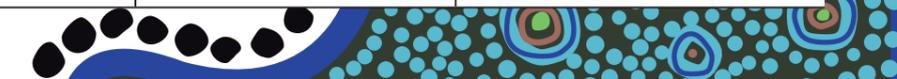


## Relationships

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 equitable 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.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to engage with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for future engagement.	Progress assessed: April 2022 and 2023	Head, Office of Purpose RAP Advisory Group Chair
	Develop and implement an organisation-wide engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	Head, Office of Purpose RAP Advisory Group Chair Head of Supply Chain
	Create and maintain an informal staff network for Aboriginal and Torres Strait Islander employees at Fujitsu to support building stronger relationships with and amongst Aboriginal and Torres Strait Islander employees.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose
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.	May 2022, May 2023	RAP Advisory Group Chair Marketing Coordinator
	RAP Working Group members to participate in an external NRW event.	May 2022, May 2023	RAP Advisory Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022, May 2023	RAP Advisory Group Chair
	Organise at least one NRW event each year.	May 2022, May 2023	RAP Advisory Group Chair
	Invite Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences and stories at Fujitsu events.	May 2022, May 2023	RAP Advisory Group Chair
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2022, May 2023	RAP Advisory Group Chair

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose Marketing Manager
	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.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose Marketing Manager
	Positively influence our external stakeholders to drive reconciliation outcomes.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose
	Provide at least 2 education opportunities to our staff to better understand the Uluru Statement from the Heart.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose
	Identify opportunities for senior leaders to champion and promote the RAP within their business units and with external stakeholders.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose
	Collaborate with RAP and other like-minded organisations, including our customers and other stakeholders, to develop ways to advance reconciliation.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose
4. Promote positive race relations through anti-discrimination strategies.	Promote opportunities for employees to use paid volunteering leave to volunteer with charities run by or that service Aboriginal and Torres Strait Islander people. Aim to have 3% of all community leave dedicated to Aboriginal and Torres Strait Islander oriented charities.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose RAP Advisory Group Chair
	Continuously review the Fujitsu Code of Conduct and Working Together policy that deal with anti-discrimination in established review periods.	June 2023	RAP Working Group Head of HR Delivery and Talent Acquisition
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors when reviewing the Fujitsu Code of Conduct and Working Together policy	June 2023	RAP Advisory Group Chair
5. Support Aboriginal and Torres Strait Islander employees to form internal support networks.	Educate senior leaders on the effects of racism and how to create culturally safe workplaces.	June 2023	Head, Office of Purpose Head of HR Delivery and Talent Acquisition
	Create and maintain an informal staff network for Aboriginal and Torres Strait Islander employees at Fujitsu.	Progress assessed: April 2022 and April 2023	Head, Office of Purpose





## Respect

Fujitsu acknowledges 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.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through formal and informal cultural learning.	Conduct a review of cultural learning needs within our organisation and the effectiveness of the existing cultural training strategy.	April 2022 and April 2023	Head, Office of Purpose Learning and Development Manager
	Partner with Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the continuing development and implementation of our cultural learning strategy.	December 2023	Learning and Development Manager
	Ensure onboarding processes for all new starters include an introduction to Fujitsu's RAP commitments and cultural learning opportunities.	December 2023	HR Delivery Manager
	Continue to implement, communicate and refine the cultural learning strategy for our staff.	Progress assessed: April 2022 and April 2023	Learning and Development Manager RAP Advisory Group Chair
	Provide tailored and localised cultural immersion opportunities for RAP Working Group members, talent groups and key leadership staff as part of our cultural learning strategy.	Progress assessed: April 2022 and April 2023	Learning and Development Manager RAP Advisory Group Chair
	Provide role-specific cultural learning opportunities for team members who interact with Aboriginal and Torres Strait Islander peoples and businesses, such as Supply Chain and Recruitment.	Progress assessed: April 2022 and April 2023	Learning and Development Manager RAP Advisory Group Chair
	Provide opportunities for RAP Working Group members, HR managers, people leaders and other key management staff to participate in formal and structured cultural learning.	Progress assessed: April 2022 and April 2023	Learning and Development Manager RAP Advisory Group Chair

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. 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 protocol published on our intranet.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	Invite Traditional Owners into our offices to explain the significance of cultural protocols.	By June 2023	RAP Advisory Group Chair
	Continue to raise awareness of our cultural protocol document, which include protocols for Welcome to Country and Acknowledgement of Country.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	Invite a local Traditional Owner to provide a Welcome to Country or other appropriate cultural protocol at significant events.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	Display an Acknowledgement of Country plaque in all major state offices, data centres and Lidcombe warehouse.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	Continue to display an Acknowledgement of Country on digital screens at offices.	Progress assessed: April annually	RAP Advisory Group Chair
	Display an Acknowledgement of Country on the Australian website.	December 2021	Marketing Manager
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Include an Acknowledgement of Country or other appropriate protocols at the commencement of all-hands meetings and other important meetings.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022 and 2023	RAP Working Group Chair
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Progress assessed: April 2022 and April 2023	RAP Working Group Chair Corporate Counsel
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2022 and 2023	RAP Working Group Chair Marketing Coordinator
	Display information about NAIDOC week on digital displays, signboards and via other internal communication channels.	First week in July, 2022 and 2023	RAP Working Group Chair Marketing Coordinator

## 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 and Infrastructure Consortium and Supply Nation to continue to create sustainable opportunities for Aboriginal and Torres Strait Islander peoples in our value chain.



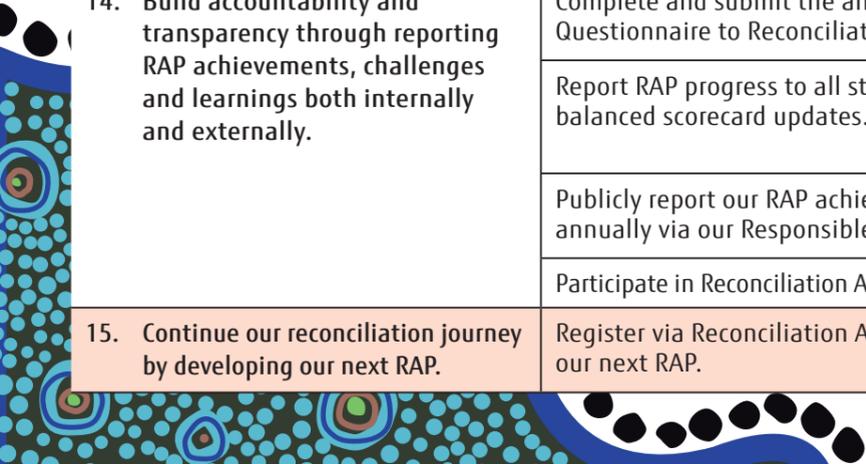
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Talent Acquisition Lead
	Engage with Aboriginal and Torres Strait Islander staff to provide input on our recruitment, retention and professional development strategy.	December 2023	RAP Advisory Group Chair Talent Acquisition Lead
	Continue to implement, and monitor the effectiveness of, our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Talent Acquisition Lead Learning and Development Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Progress assessed: April 2022 and April 2023	Talent Acquisition Lead
	Continue to include a diversity statement in our job advertisements to encourage Aboriginal and Torres Strait Islander applicants to apply.	Progress assessed: April 2022 and April 2023	Talent Acquisition Lead
	Explore opportunities to create a targeted pipeline program for Aboriginal and Torres Strait professionals to have careers at Fujitsu.	Progress assessed: April 2022 and April 2023	Talent Acquisition Lead
	Review HR and recruitment procedures and policies to increase Aboriginal and Torres Strait Islander participation in our workplace.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Corporate Counsel
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Progress assessed: April 2022 and April 2023	Talent Acquisition Lead
	Review our personal leave policies to facilitate observation of Sorry Business by Aboriginal and Torres Strait Islander employees.	June 2023	HR Delivery Leader

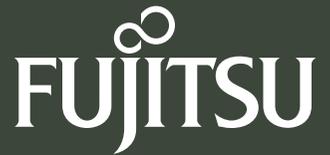
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Maintain and mature our Aboriginal and Torres Strait Islander procurement strategy, including removing barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Progress assessed: April 2022 and April 2023	Head of Procurement
	Maintain Supply Nation membership.	Progress assessed: April 2022 and April 2023	Head of Procurement
	Continue to partner with the 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: April 2022 and April 2023	Head of Procurement
	Review and update procurement policies to support staff to procure goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Progress assessed: April 2022 and April 2023	Head of Procurement
	Increase awareness of the Aboriginal and Torres Strait Islander business sector by celebrating success stories.	Progress assessed: April 2022 and April 2023	Head of Procurement, Head of Office of Purpose
	Work collaboratively with our Tier 1 suppliers annually to assist them to incorporate Aboriginal and Torres Strait Islander owned businesses in their own supply chain.	Progress assessed: April 2022 and April 2023	Head of Procurement
	Deploy and promote the use of technology (e-procurement portal) to simplify sourcing of goods and services with Aboriginal and Torres Strait Islander vendors.	Progress assessed: April 2022 and April 2023	Head of Procurement
11. Improve employment pipelines for Aboriginal and Torres Strait Islander students.	Build capacity in Aboriginal and Torres Strait Islander businesses by providing certified SAFe Agile Training to five staff from Supply Nation certified businesses within the Indigenous Defence and Infrastructure Consortium annually.	Progress assessed: April 2022 and April 2023	Head of Procurement Manger, Fujitsu Lean-Agile Centre of Excellence
	Use our strategy and partnerships to reach our First Nations spend targets: • FY21/22: \$2.5M • FY22/23: \$3M	Progress assessed: April 2022 and April 2023	Head of Procurement
	Investigate opportunities to promote and support Aboriginal and Torres Strait Islander peoples to pursue STEM Careers, including collaborating with other RAP organisations.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Talent Acquisition Lead
	Develop and strengthen relationships with universities to promote opportunities for careers within Fujitsu Aboriginal and Torres Strait Islander students.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Talent Acquisition Lead
	Continue to offer and expand our to Aboriginal and Torres Strait Islander internship program for tertiary students.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair Talent Acquisition Lead
Investigate opportunities to partner with a not-for-profit organisation that focuses on developing STEM skills and interest with Aboriginal and Torres Strait Islander students at primary or secondary school level.	April 2022	Head, Office of Purpose	



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Advisory Group.	Progress assessed: April 2022 and April 2023	RAP Advisory Group Chair
	Establish and apply a Terms of Reference for the RAP Advisory Group.	December 2021	RAP Advisory Group Chair
	Meet at least four times per year to drive and monitor RAP implementation.	Dec 2021, April, June, Oct, Dec 2022, April 2023	RAP Advisory Group Chair
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022 and December 2023	RAP Advisory Group Chair Head, Office of Purpose
	Engage our senior leaders and other staff in the delivery of RAP commitments via the balanced scorecard.	Progress assessed: April 2022 and April 2023	Head of Office of Purpose
	Maintain the balanced scorecard system to track, measure and report on RAP commitments.	June 2023	Chief Data Officer
	Embed key RAP actions in performance objectives of key employees who will deliver Fujitsu's RAP commitments.	June 2022	RAP Working Group Chair
	Appoint and maintain an internal RAP Champion from the Executive Leadership Team.	Progress assessed: April 2022 and April 2023	CEO
14. 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, 2021, 2022 and 2023	RAP Advisory Group Chair Head, Office of Purpose
	Report RAP progress to all staff and senior leaders quarterly via balanced scorecard updates.	Dec 2020, April, June, Oct, Dec 2021, April 2022	RAP Working Group Chair Chief Data Officer
	Publicly report our RAP achievements, challenges and learnings, annually via our Responsible Business Report.	December 2021 December 2022	Head, Office of Purpose
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	RAP Advisory Group Chair
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	RAP Advisory Group Chair

Fujitsu Indigenous Internship





## Further Information

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Fujitsu Australia acknowledges all Aboriginal and Torres Strait Islander Traditional Custodians of Country and recognises their continuing connection to land, sea, culture and community. We pay our respects to Elders past and present. In the spirit of reconciliation, partnership and mutual respect, we continue to work together with Aboriginal and Torres Strait Islander peoples to shape an equitable, just, prosperous and rewarding future.