

**Fujitsu Asia Pacific
Responsible
Business Report
2022–2023**

Fujitsu acknowledges First Nations Custodians of Country and recognises their continuing connection to land, sea, culture, and community. We pay our respects to Elders past and present.

Contents

Introduction	2
Environmental sustainability	8
Climate action	9
Resource circularity	16
Biodiversity conservation	19
Diversity, equity, and inclusion	20
ASEAN+I activities	24
Accessibility and disability	26
Reconciliation and digital inclusion within First Nations communities ..	27
Māori and Pacific peoples' inclusion	32
Gender equity	34
Intergenerational inclusion	37
Pride	40
Inclusion for veterans and emergency responders	43
Occupational health, safety and well-being	46
Digital inclusion and social impact	52
ASEAN+I partnerships	54
Volunteering with Purpose Leave	56
Australian partnerships	56
Aotearoa New Zealand partnerships	60
Ethical innovation and responsible operations	62
Engage with us	67

Introduction

Fujitsu is the world's 7th largest and Japan's largest IT services provider, offering Digital Transformation (DX) and other IT services in 180 countries with over 124,000 employees worldwide.

We believe in the power of bringing together different people with a shared ambition to create transformational change for our customers and enable positive change in the world. That is how we aim to deliver against our purpose: to make the world more sustainable by building trust in society through innovation.

In this report, you will learn about the positive impact Fujitsu's responsible business practices made in the Asia Pacific region during the Fujitsu Financial Year 1 April 2022 to 31 March 2023 (FY22-23). During this period, Fujitsu in Australia and Aotearoa New Zealand (Oceania) merged with Fujitsu in Southeast Asia and India (ASEAN+I) to create the Fujitsu Asia Pacific (APAC) region. Nearly 5,000 employees all work towards achieving our global purpose in 9 countries across APAC:

- Aotearoa New Zealand
- Australia
- India
- Indonesia
- Malaysia
- Philippines
- Singapore
- Thailand
- Vietnam

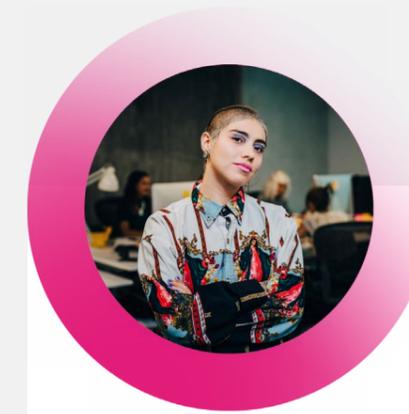
How to read this report

The first section, how we do business globally, provides an overview of Fujitsu's global approach to how we conduct business responsibly. This section is followed by an overview of the ASEAN+I and Australia and Aotearoa New Zealand (Oceania) regions.

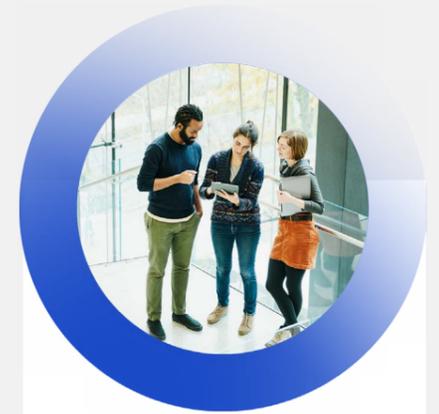
The report is then divided into 3 key areas of impact:



Environmental sustainability



Diversity, equity, and inclusion



Digital inclusion and social impact

Throughout this report, we have included any information that applies globally, then APAC-wide, and in Oceania and/or ASEAN+I, followed by specific countries. We have provided country- and region-specific icons to make it easier to navigate. As this is an interactive PDF, you can also search for content within the report easily.



Over time, Fujitsu APAC will become more integrated in its approach to responsible business while recognising that each country has its own nuances, including cultural and material issues. We are excited for the future and look forward to taking you on the journey with us.

How we do business globally



The Fujitsu Way is central to how we work as a globally responsible business. It consists of our purpose, values (aspiration, trust and empathy) and code of conduct. Fujitsu's purpose is to make the world more sustainable by building trust in society through innovation.



Fujitsu Uvance

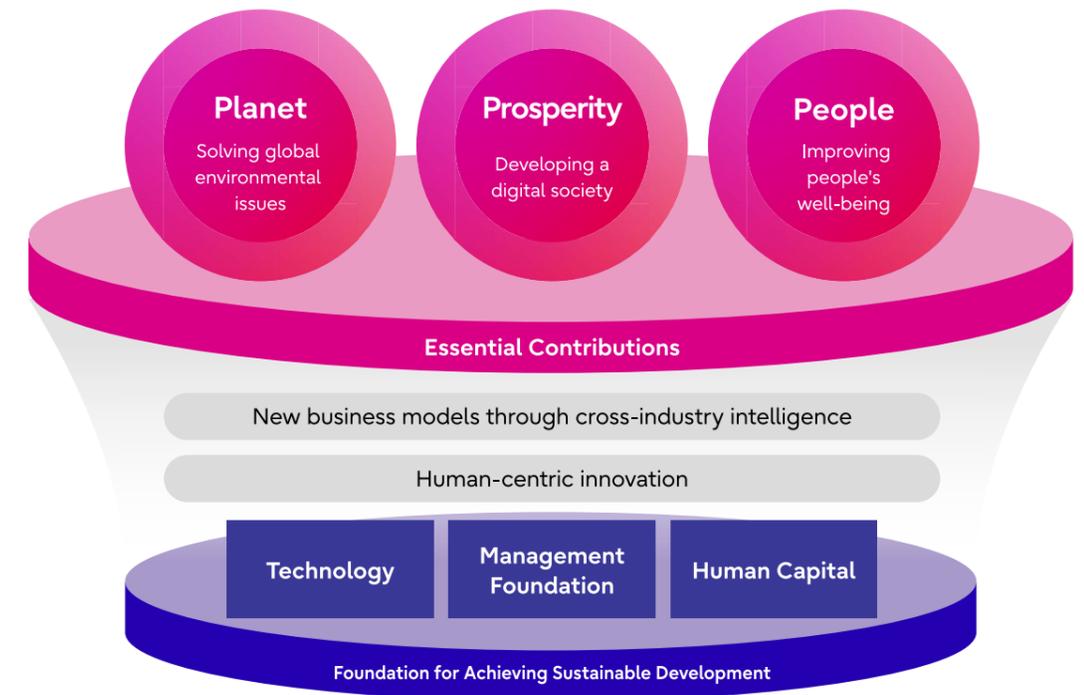
Fujitsu Uvance is the business focus we bring to technology and cross-industry functions. It is about building new possibilities by connecting people, technology and ideas, and creating a more sustainable world where anyone can advance their dreams.

Innovative solutions that address business challenges and solve societal issues

Understanding what matters most

We continue to promote company-wide initiatives related to materiality, reduce and avoid critical management risks, and maximise business opportunities.

In this way, we aim to enhance the corporate value of the Fujitsu Group and contribute to achieving net positives in the areas of environmental issues, digital society, and people's well-being.

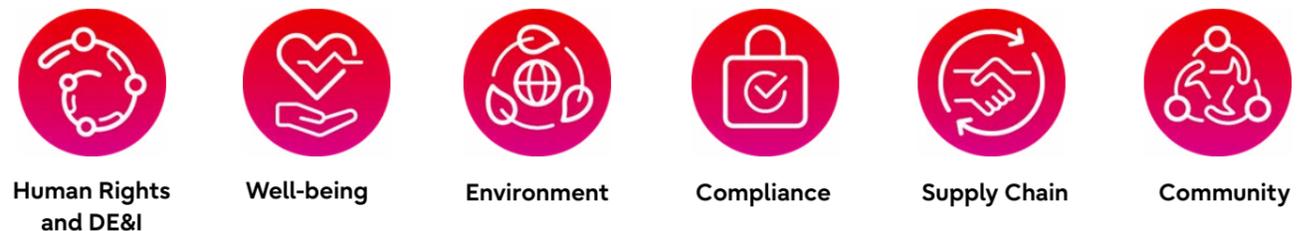


[Our value creation model](#) visually shows how we achieve our purpose and how responsible business is core to all aspects of value Fujitsu creates.

The Global Responsible Business framework

To strive for global effectiveness, the Fujitsu Group established the 'Global Responsible Business' (GRB) framework which focuses on 6 key material issues relating to responsible business.

Global Responsible Business



Sustainability management

The Fujitsu Group has a Sustainability Management Committee that drives our sustainability focus. The Committee operates under the supervision and direction of the Board of Directors and the Executive Management Council.

The objective of this committee is sustainability management that considers environmental, societal and economic impacts, as well as stakeholder interests, ensuring the company prospers in the long term as a responsible global enterprise.



United Nations Sustainability Development Goals

Fujitsu's purpose closely aligns with the United Nations' (UN) 17 Sustainable Development Goals (SDGs) which cover a range of global topics such as environment, gender equality and justice.

In its efforts to contribute to achieving the SDGs, Fujitsu is transforming to a sustainable management model via its GRB framework and is working to solve societal challenges by promoting activities under the Fujitsu Uvance business brand. [Read more about how Fujitsu is embracing the SDGs and see the case studies.](#)

 [Learn more about the Fujitsu Group's global social and environmental impacts.](#)



Fujitsu in Southeast Asia and India

Fujitsu has been expanding its business in Asia since the 1960s, when it first exported Japanese-made computers to the Philippines. Fujitsu now operates business in 7 countries across ASEAN+1 with approximately 1,500 employees:

- [Fujitsu Asia Pte Ltd \(FAPL\)](#)
- [Fujitsu \(Thailand\) Co., Ltd. \(FTH\)](#)
- [Fujitsu Philippines Inc. \(FPI\)](#)
- [Fujitsu \(Malaysia\) Sdn Bhd \(FMS\)](#)
- [PT. Fujitsu Indonesia \(FID\)](#)
- [Fujitsu Vietnam Ltd \(FVL\)](#)
- [Fujitsu Solutions India Private Limited \(FSIPL\)](#)

We embrace the rapidly developing ASEAN+1 market with its various languages and cultures that contribute to the region's rich diversity. In addition to meeting customer needs, our mission is to solve the various issues that lie beyond, through our business and initiatives for social contributions.

Many of these countries face recurrent natural disasters and societal challenges, such as an aging population and a digital divide, due to poverty and lack of access to education.

Through wide-ranging collaboration with governments, private enterprises and partners, and by integrating our advanced digital technologies with the knowledge and insights from our customers across industries, we hope to accelerate digital transformation in ASEAN+1, and together create a more sustainable society.



Fujitsu in Australia and Aotearoa New Zealand

Within Fujitsu [Australia](#) and [Aotearoa New Zealand](#) (FANZ), the Office of Purpose (OoP) is one of the key driving forces behind responsible business strategies and initiatives.

Its goal is for Fujitsu to be an inclusive employer of choice that creates sustainable impact with communities and clients. The OoP team collaborates with other Fujitsu teams, partners, customers, and the broader community, in a whole-of-ecosystem approach to the sustainable and responsible growth of Fujitsu.

In 2021, FANZ completed its first ESG materiality analysis. This involved a formal review and prioritisation of ANZ specific risks and opportunities which we use to guide strategic direction and decision-making across the business. [Read more in last year's responsible business report.](#)

Our cross-functional ESG Working Group manages these material issues by meeting regularly to discuss key performance indicators (KPIs), risks and governance.

Environmental sustainability

GLOBAL With sustainability at the core of Fujitsu's purpose, we prioritise making our own operations more sustainable and work with our customers, partners and suppliers to help them solve their own sustainability challenges. See the Fujitsu Group Environmental Action Plan.

Environmental management

Effective management of environmental risks is an important part of Fujitsu's overall risk management responsibility. It is also an increasing expectation from our customers and other external stakeholders that Fujitsu continues to explore and implement leading environmental management practices, including using technology for better environmental outcomes.

APAC Across APAC, our environmental performance is measured through an environmental management system (EMS) certified to the ISO14001:2015 Environmental Management Systems standard at FANZ, FTH and FAPL sites. Dedicated site representatives manage environmental risks and controls at each premises, monitoring and improving operational environmental performance.

Climate action

GLOBAL Decarbonising our own business – and assisting our customers with their climate change challenges – is core to demonstrating our purpose of making the world more sustainable.



Vision and targets

Fujitsu's global [Climate and Energy Vision](#) comprises three pillars: Value chain - Achieve net-zero emissions; Mitigation - Contribute to a carbon-neutral society; and Adaptation - Contribute to climate change adaptation measures. The Fujitsu Group will leverage advanced DX technologies to tackle its own net-zero strategies, and will make the resulting expertise available as solutions for customers and society. In so doing, the Group aims to leverage its own business activities to contribute to climate change mitigation and adaptation.

Three pillars of the Fujitsu Climate and Energy Vision



Value chain: Achieve Net-zero Emissions



Mitigation: Contribute to a Carbon-Neutral Society



Adaptation: Contribute to Climate Change Adaptation Measures

In April 2023, Fujitsu Group updated its [Environmental Action Plan Stage XI](#), which set out new, more ambitious interim targets to bring forward greenhouse gas (GHG) emissions reductions by 2025. These targets are as follows:

Table 1: Fujitsu Group Environmental Action Plan (Stage XI) goals and targets

Goal		Base year	2025
Scope 1, 2	Reduce GHG emissions at business sites by half of the base year by the end of fiscal 2025	2020	at least 50%
	Increase use of renewable energy to 50% or more by 2025		
Scope 3 (Category 1)	Reduce GHG emissions in the supply chain	-	Complete
	Major business partners should set emission reduction targets (equivalent to SBT WB2°C)		
	Collection of GHG reduction data, construction and deployment of mechanisms		
Scope 3 (Category 11)	Reduce CO2 emissions from power consumption during product use by 12.5% or more	2020	at least 12.5%



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

During the reporting period, Fujitsu Group made a public commitment to setting a science-based target aligned to the Science Based Targets Initiative's (SBTi) [Net Zero Standard](#). In June 2023, Fujitsu Group received Net-Zero Target certification from the SBTi.



Fujitsu Group is proud to be a member of RE100, which strives to significantly expand the adoption of renewable energy on a global scale. As noted above, Fujitsu Group has updated its interim targets for renewable energy consumption across our operations globally.

100% by 2030
50% by 2025



Fujitsu's greenhouse gas emissions profile

Fujitsu Group reports on its Scope 1, 2 and material Scope GHG footprint, which will be published in its [Fujitsu Group Sustainability Data Book](#) for FY22-23.

OCEANIA In Australia and New Zealand, we have a relatively large emissions profile within Fujitsu Group, mainly due to our fleet of 6 data centres in Australia. As a result, we recognise that our region has a leading role to play in reducing emissions, and in helping Fujitsu to meet its ambitious emissions reduction targets even earlier if possible.

FANZ's GHG profile (Scope 1 and 2) is set out below:

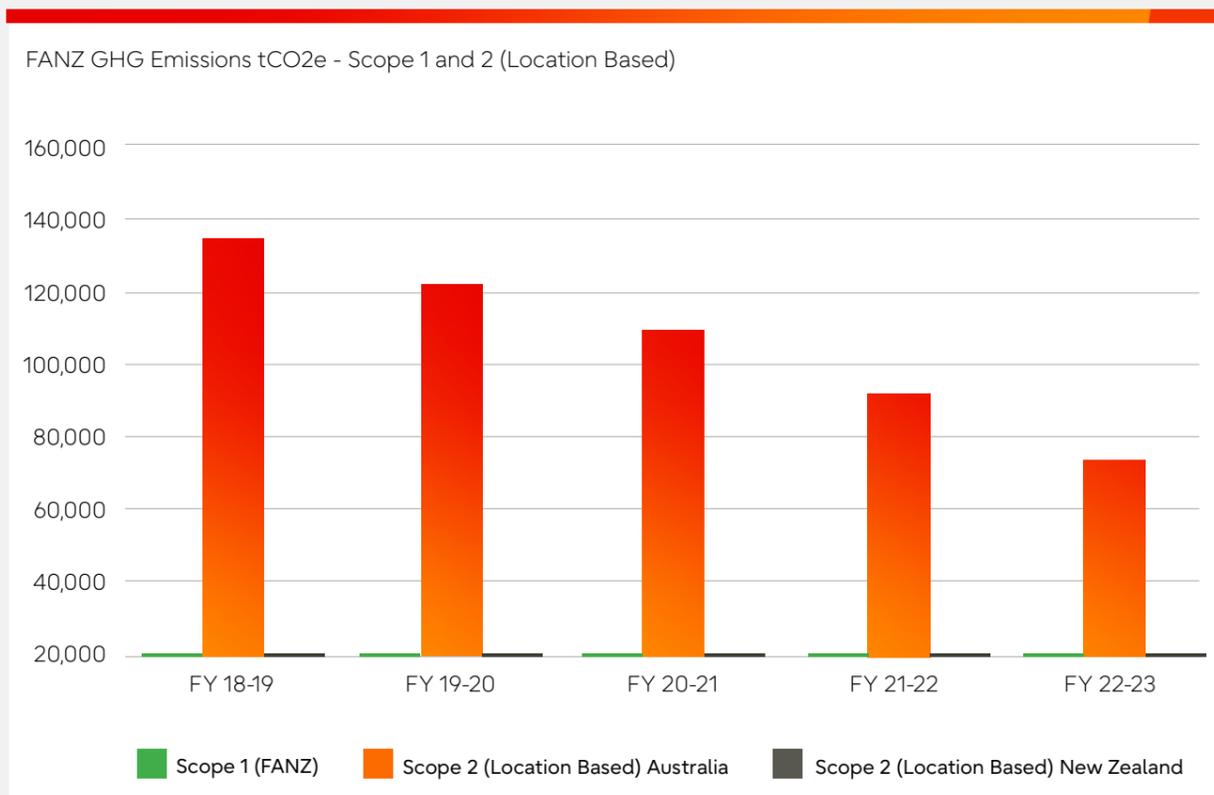


Table 2: FANZ's GHG profile by Scope in tCO2e

GHG Scope	Country	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	YoY change FY21-22 to FY22-23 (%)
Scope 1	Australia	2,024	2,092	1,800	1,699	1,576	- 7%
	Aotearoa New Zealand	277	152	102	98	105	7%
Total FANZ Scope 1 emissions	Total FANZ	1,206 ^a	1,150 ^a	1,902 ^a	1,797 ^a	1,681 ^a	- 6% ^a
		206 ^b	150 ^b	902 ^b	797 ^b	682 ^b	- 14% ^b
Scope 2 (Location based)	Australia	135,191	120,615	110,062	93,139	73,451	- 21%
	Aotearoa New Zealand	240	287	80	83	88	6%
	Total FANZ	135,431	120,902	110,142	92,355	73,539	- 20%
Scope 2 (Market based)	Australia					43,821	n/a
	Aotearoa New Zealand					0	n/a
	Total FANZ					43,821	n/a
Scope 3 (Flight data only)	Australia	2,689	2,518	125	220	944	329%
	Aotearoa New Zealand	332	311	16	29	122	321%
	Total FANZ	3,021	2,829	141	249	1,066	328%

Notes:

Scope 1 emissions totals for FANZ are provided for: a) prior to offsets applied; b) after offsets applied.

FANZ commenced recording and reporting on its Scope 2 Market-based data in FY22-23.

Scope 3 (flight) emissions increased in FY22/23 due to resumption of normal business activities post-COVID restrictions.



We approach our emissions reduction strategy through the following focus areas:

- ✓ Reducing emissions through energy efficiency projects.
- ✓ Generating our own renewable energy on site, for example, through rooftop solar panels.
- ✓ Procuring renewable energy, for example, through power purchase agreements.
- ✓ Offsetting emissions from our vehicle fleet and providing offsets for our data centre customers.
- ✓ Refining our value chain (Scope 3) emissions boundary and working with suppliers to reduce the emissions of their products and services.

Value chain (Scope 3) emissions

We continue to refine our GHG value chain (Scope 3) boundary, calculate emissions and develop a supplier engagement process for working with our supply chain partners to reduce emissions. We will provide updates in subsequent reports.

ASEAN+1 All ASEAN+1 emissions fall under Scope 3, with emissions calculations and supplier action planned for the future.

GLOBAL Energy efficiency

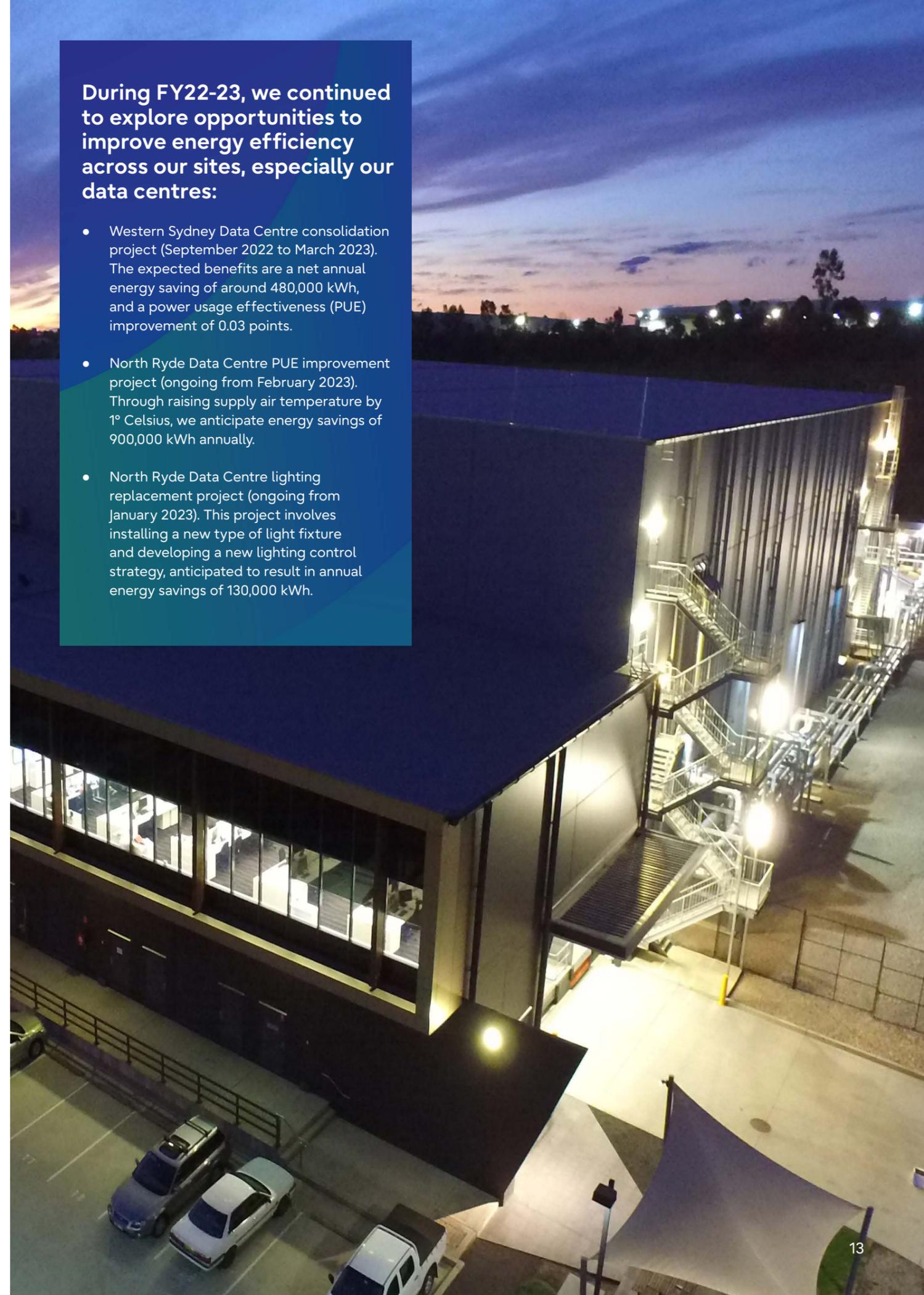
As information and communications technology (ICT) grows more and more complex, we expect an increase in energy demand in proportion to the higher performance and higher-density integration of servers and other ICT products. Various countries and regions are also expanding their energy-related regulations for ICT products. Energy efficiency is taking on increasing social importance as a factor in energy label conformance and green procurement requirements. [Learn more on how we are embedding energy efficiencies into our products.](#)

OCEANIA In Australia, Fujitsu's 6 data centres account for more than 98% of both our energy use and our total GHG footprint (before large-scale generation certificates (LGCs) are factored in) across the region, making data centre sustainability a material focus for us. We continue to invest in more efficient and lower-carbon operations of our enterprise-grade data centre facilities. In FY22-23, our data centre portfolio-wide NABERS (National Australian Built Environment Rating System) rating averaged 4.1 stars (high performance).



During FY22-23, we continued to explore opportunities to improve energy efficiency across our sites, especially our data centres:

- Western Sydney Data Centre consolidation project (September 2022 to March 2023). The expected benefits are a net annual energy saving of around 480,000 kWh, and a power usage effectiveness (PUE) improvement of 0.03 points.
- North Ryde Data Centre PUE improvement project (ongoing from February 2023). Through raising supply air temperature by 1° Celsius, we anticipate energy savings of 900,000 kWh annually.
- North Ryde Data Centre lighting replacement project (ongoing from January 2023). This project involves installing a new type of light fixture and developing a new lighting control strategy, anticipated to result in annual energy savings of 130,000 kWh.



Renewable energy

In June 2022, Fujitsu Australia's first power purchase agreement (PPA) commenced. The PPA – the largest renewable energy contract to date within Fujitsu Group – is anticipated to generate approximately 50,000 LGCs per annum, roughly equivalent to half the electricity consumed across FANZ this year.

During FY22-23, thanks largely to the PPA, Fujitsu Australia's renewable energy usage increased to more than

42%

Investing in rooftop solar systems at our large sites is a key part of our decarbonisation strategy. During FY22-23, we investigated installing a rooftop solar photovoltaic (PV) system at Fujitsu's National Distribution Centre in Lidcombe, NSW. Following positive and constructive collaboration, the solar PV system was supplied and installed by the site's landlord. It is projected to generate an expected average output of almost 20,000 kWh per month. This will not only reduce Fujitsu's emissions associated electricity consumption at that site but is a key example of Fujitsu collaborating with its value chain partners for positive environmental benefit.



During FY22-23, our sites in Aotearoa New Zealand consumed a total of 630 MWh of electricity. To account for this load, we purchased the equivalent quantity of renewable energy, allowing us to report zero Scope 2 (Market-based) emissions. In Aotearoa New Zealand, all our sites use 100% renewable energy certified by the NZ Energy Certificate System. This scheme verifies that the electricity Fujitsu consumes from the New Zealand national grid is matched with 100% renewable energy from Meridian Energy's 540MW-capacity Benmore hydro-electric power station. [Learn more about Benmore Power Station.](#)

Offsets

During FY22-23, Fujitsu purchased a total of 1,000 carbon offsets, completely offsetting the emissions from our fleet of more than 150 light vehicles across Australia and Aotearoa New Zealand.

We have partnered with Qantas Future Planet to source offsets that meet strict Australian and international standards, including the Verified Carbon Standard and the Gold Standard. The program supports renewable energy projects and projects protecting rainforests in developing countries. The offset program is a simple, low-cost way to offset the environmental impact of our vehicle fleet as we assess the feasibility of hybrid or electric vehicles for our fleet. [Read more about the carbon offset program.](#)



Sustainability awards

Fujitsu continues to receive wide industry recognition in sustainability globally and is considered a world leader. In FY22-23, Fujitsu Group was selected for the CDP's A List for Climate Change for the sixth year running, and for Water Security for the fourth consecutive year, earning the highest rating in the CDP's evaluation of corporate activities in response to climate change and water security. Fujitsu Group also received an 'A' rating (the highest possible rating) in the Supplier Engagement Rating (SER) and was certified as a Supplier Engagement Leader.

Fujitsu's regions, including APAC, contribute to this global recognition through our local sustainability actions.

[Learn more about Fujitsu's major external recognitions, including regarding socially responsible investment.](#)



Memberships

Fujitsu is a contributing member of many local and global organisations committed to achieving quantifiable improvements to sustainability and the environment. At a global level Fujitsu is a member of the World Business Council for Sustainable Development.



In FANZ, Fujitsu is a member of:

- Business Council for Sustainable Development Australia (BCSDA)
- Sustainable Business Council
- Climate Leaders' Coalition 2022 Statement of Ambition
- Sustainability Advantage
- City Switch
- Battery Stewardship Council
- Australian Packaging Covenant Organisation (APCO)

In FY22-23, Fujitsu New Zealand was accepted as a signatory to the [Climate Leaders' Coalition's \(CLC\) 2022 Statement of Ambition.](#)



Resource circularity

The Fujitsu Group has had a long-standing commitment to the '3 Rs' (reduce, reuse, recycle) relating to plastics and other resources. We are conducting ongoing discussions around resource circulation for our products, including reusing, recycling and the use of recycled materials, particularly in view of the acceleration of global action in pursuit of a circular economy.

As a leading ICT and DX company, Fujitsu aims to develop products and services to conserve resources and improve the resource recycling rate, and to build a circular economy business model to overcome resource constraints. We will also continue to reduce water use in our own operations and raise awareness of water resource conservation throughout the supply chain.

These approaches are summarised in [Fujitsu Group's Environmental Action Plan \(Stage XI\)](#).

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Whole-of-lifecycle ICT management

In FANZ, we recognise that the circular economy for electronic products is a material issue for Fujitsu, our customers, and society. We are working to continually reduce the environmental impacts of our products and take a leading role in influencing society's thinking regarding sustainable resource management.

In FANZ, most of Fujitsu's business is service based, with products representing the remainder. Fujitsu Group leads the development, manufacture and distribution of our products. In FANZ, we provide repair services and take-back schemes for end-of-life device management.

Fujitsu takes a full lifecycle approach to ensuring our products adhere to our far-reaching corporate goals on energy efficiency and sustainability. This robust approach to ICT management is set out in 5 stages:



Resource recovery

Fujitsu sources, separates and recycles 15 waste streams across our operations in Oceania, and is continually introducing new ways of recycling. We manage the aspects and impacts of waste under our EMS, certified under ISO14001:2015.

In FANZ, our primary waste management activity is in our Australian National Distribution Centre in Lidcombe, New South Wales. In FY22-23, we achieved a diversion rate of 89% of waste from landfill at this facility, representing a 2% improvement over the previous year's performance.

FANZ has had a policy of zero e-waste to landfill since 2009

E-waste – refurbishment and recycling

We collect e-waste from our own operations, on behalf of our clients, and from our employees. In conjunction with our e-waste processing partners, we help our customers dispose of their end-of-life assets securely and with minimal environmental impact. This includes asset refurbishment, remarketing and parts harvesting options. We engage only those e-waste partners who hold relevant environmental certifications and can demonstrate compliance with leading environmental and information security standards.

We approach end-of-life ICT equipment with a view to refurbish and reuse before recycling. During FY22-23, our e-waste refurbishment partners successfully repaired and remarketed more than 24,240 kg of ICT assets on behalf of our clients, extending their valuable life and providing a financial return when compared with recycling. The beneficial environmental impact of our ICT remarketing partner's work over the reporting period was around 1,091 tonnes of CO₂-equivalent emissions avoided – the equivalent of:

18,187 tree seedlings grown for 10 years **or** **237** passenger vehicles driven for one year **or** **131** households' energy use for one year

Where end-of-life ICT equipment must be recycled, we partner with e-waste contractors who maximise recyclability of all components. During FY22-23, our e-waste recycling partner achieved a recycling rate of 99%. Recycling volumes fluctuate year-on-year depending on ICT refresh projects undertaken by clients and/or Fujitsu. Total e-waste recycling figures for the last 5 years are provided below:

Table 3: FY22-23 Australia and Aotearoa New Zealand E-waste recycling volume (kg)

	FY18	FY19	FY20	FY21	FY22-23
Total E-waste recycled	518,100	300,231	74,373	94,731	254,189

Packaging

In FANZ, packaging is managed under our EMS which also includes warehouse integration, staging and distribution of computer equipment. The warehouse team manages the safe reuse, recycling and disposal of end-of-life equipment, and the disposal of packaging (including cardboard, polystyrene and soft plastics).

Our EMS and Sustainable Packaging working groups set targets to increase our use of reusable, recyclable and compostable packaging. These actions are helping reduce the total waste going to landfill from our operational sites and helping our customers and the planet move towards a future less dependent on plastics.

In Australia, we have committed to achieving Australia's National Packaging Targets (pictured right) by 2025. Refer to the [APCO website](#) for more details.

Fujitsu is a signatory to the Australian Packaging Covenant, demonstrating our commitment to meeting the Australian goal of all packaging being recyclable, reusable or compostable by 2025. Fujitsu Australia's [2022 APCO Annual Report and Action Plan](#) was rated as 'Beyond Best Practice'. While we are proud of this recognition, we know there is still more to do to improve the sustainability of our packaging. We will be working closely with our colleagues in Fujitsu Group, our supply chain, and our customers in our drive to helping create a more circular economy relating to packaging.



In Aotearoa New Zealand, we support the National Plastics Action Plan which is focused on 3 main areas:

Less plastic

We need to reduce our plastic use to a sustainable level by changing our collective behaviours and expectations.

More circular

We need to use plastic in ways that allow it to circulate around the economy by building better systems for reusing, recycling and repairing materials.

Better for the environment

We need to minimise plastic use that harms the environment and our health, restore damaged environments and reduce the build-up of plastic in the environment.



Biodiversity conservation

As a leading global DX organisation, Fujitsu recognises the negative impacts that our supply chain can have on biodiversity. We also embrace the key role we can play in using digital co-creation and artificial intelligence (AI) to help solve biodiversity challenges in collaboration with our partners and customers.



Sea animal releasing

Fujitsu Thailand has continued its efforts to have a positive impact on the environment. Following a 5-year reforestation program in FY17-21, we held a company event with 134 participants (employees and families) in November 2022. It included a study visit to the energy exhibition at the Sirindhorn International Environment Park and an activity of releasing 3,000 sea animals at the beach of the Princess Sirindhorn Mangrove Forest Plantation, a nursery habitat that allows them to mature before going to the sea naturally to increase the marine population in the coastal area and help reproduction.



Digital co-creation for biodiversity benefit in FANZ

Fujitsu partners with our customers to develop innovative technology solutions that help to solve their business and sustainability challenges. We call this 'digital co-creation', and it is demonstrated in previous co-created solutions including [Digital Owl](#) and [AI Shark detection](#).

Building upon this work, during FY22-23, FANZ started co-developing a proof-of-concept (POC) for an AI-enabled biodiversity focused solution with [Sci-eye](#) and [IPS](#).

Called 'WildAI', the POC's objective is a discovery exercise to explore how an integrated SaaS (Software-as-a-Service) platform with highly accurate and detailed ecological AI-derived data might assist with research, conservation and population control efforts.

WildAI aims to enable and empower informed biodiversity decision-making and help solve some of our region's significant biodiversity challenges. The scope of the POC is an MVP (minimum viable product) for this offering to test in the market. We look forward to sharing more details about this exciting project soon.

In the meantime, [learn more about our approach to digital co-creation.](#)



Diversity, equity, and inclusion



Globally, Fujitsu aspires to be a responsible business that reflects the diversity of our world. Our goal is to build inclusive and equitable cultures where everyone belongs and can be completely themselves.



We celebrate difference and ensure people can succeed regardless of their personal identity.

Through inclusive design and innovation, we aim to make a positive impact within society and empower each other to make the world more sustainable.

Be completely you

Empowered by Diversity, Equity and Inclusion



Vision

Be a responsible business that reflects the diversity of our world. Build an inclusive and equitable culture where everyone belongs and can be completely themselves.



Strategic goals

- Make a positive difference in society
- Enable innovation
- Build stronger customer and partner relationships
- Create a sense of belonging
- Cultivate an inclusive and equitable culture
- Build and maintain a diverse and talented workforce
- Increase employee engagement



Focus area

- Gender
- Health, Disability & Accessibility
- Culture & Ethnicity
- LGBTI+
- Inter-generations

The Fujitsu Group has engaged in efforts to advance diversity, equity, and inclusion (DE&I) based on the idea that 'we respect fairness and equality, and promote diversity and inclusion', as described in the [Purpose Statement of The Fujitsu Way](#).



Working together locally and globally

To achieve our aspiration of being a responsible business that reflects the diversity of our world, we must implement, measure, and track goals – or KPIs.

We use a variety of metrics to measure our impact, including the Glint Employee Engagement Survey. Since 2019, Fujitsu has used Glint to run its employee engagement survey to better understand the needs of our people. The survey uses a global benchmark and is conducted twice each year across all Fujitsu regions.

Tracking our achievements helps to celebrate success and remain transparent and accountable towards our goals



FY20–22 KPIs:

KPI	Result
Increase favourable answers to DE&I questions in employee engagement survey from 66% to 69% for all Fujitsu Group companies globally.	Achieved 69% – met.
Increase female leadership from 8% to 10% for all Fujitsu Group companies globally.	Achieved 10% – met.

[See more here.](#)

In 2023, our team members collaborated to define a set of goals and KPIs to achieve between now and 2025.



FY23–25 KPIs for all Fujitsu Group companies globally:



Improve the average employee engagement survey score relating to the question on 'respect for individuals' by 7 points (to 80).



Improve the average employee engagement survey score relating to the question on 'equal opportunity' by 4 points (to 74).



Increase the percentage of women in leadership roles to 20% across Fujitsu.



Build and deliver an integrated, holistic strategy for 'Culture and Ethnicity' which is globally relevant and incorporates local initiatives.



Implement Fujitsu Workplace Equality Index standards to deliver opportunity and belonging for LGBTI+ colleagues.



Advocate and improve digital accessibility as part of a corporate strategy which covers brand communication, customer experience and workplace.

[Learn more about our GRB goals.](#)

Progress against our new goals and KPIs:

	Respectful treatment			Equal opportunity			Company purpose		
	 'I am treated with respect and dignity!'			 'Regardless of background, everyone at Fujitsu has an equal opportunity to succeed!'			 'I use our purpose to guide me in my day-to-day activities!'		
	APAC	ASEAN+I	FANZ	APAC	ASEAN+I	FANZ	APAC	ASEAN+I	FANZ
	Score			Score			Score		
June 22	78	78	78	74	73	75	66	75	60
Dec 22	79	79	79	75	75	76	67	76	61

Our diversity, equity and inclusion journey

Guided by the [Fujitsu global framework for DE&I](#), we strive for a diverse and inclusive workplace across all parts of our business in the APAC region.

ASEAN+1 There are many impactful initiatives throughout ASEAN+1 countries that respond to various social needs and enhance Fujitsu's value.



Fujitsu Asia International Women's Day

FAPL commemorated International Women's Day with an inspiring series of activities to celebrate and empower women. This year's theme of #EmbraceEquity enabled attendees to learn, engage, and show their support for gender equity in new ways. Fujitsu invited a group of female entrepreneurs to participate in a mini marketplace featuring wellness kiosks and vendors, and Dr Eugene Loke was also invited to present on female health.



Fujitsu Asia Women in ICT Awards

Tan Mui Cheng (Deputy Head of Service Delivery, ASEAN+1) won the Channel Asia Women in ICT Awards 2022 Innovation (Partner) Category for transforming Fujitsu cloud offerings into a multi-cloud platform capable of housing new technologies to boost customer efficiency levels across Asia. Ng Lee Ying (Head of Manufacturing Sales) was also a finalist under the Achievement (Partner) category for her consistent outstanding sales results.



Coffee table conversation with female leaders on career development

As part of a cross-country event in ASEAN+1 to celebrate human rights and DE&I, we invited female leaders in Singapore to a 'coffee table' conversation to talk about their career development. Lee Ying and Mui Cheng shared key messages including encouraging female colleagues to take opportunities for promotions. Advice to attendees included to 'trust your organisation and managers and don't hesitate to implement your career plan.'



T-Mobility app

Alongside a partner, Fujitsu Thailand built an app in 2022 to assist senior citizens, outpatients, and patients with non-communicable diseases in travelling to and from hospitals. T-Mobility is a one-stop service for booking transportation in Bangkok – even in remote regions. The app, which is reported as being easy to use for the customer base, also shows the user how long they will wait for the car to arrive, so customers are not waiting outside for long periods.

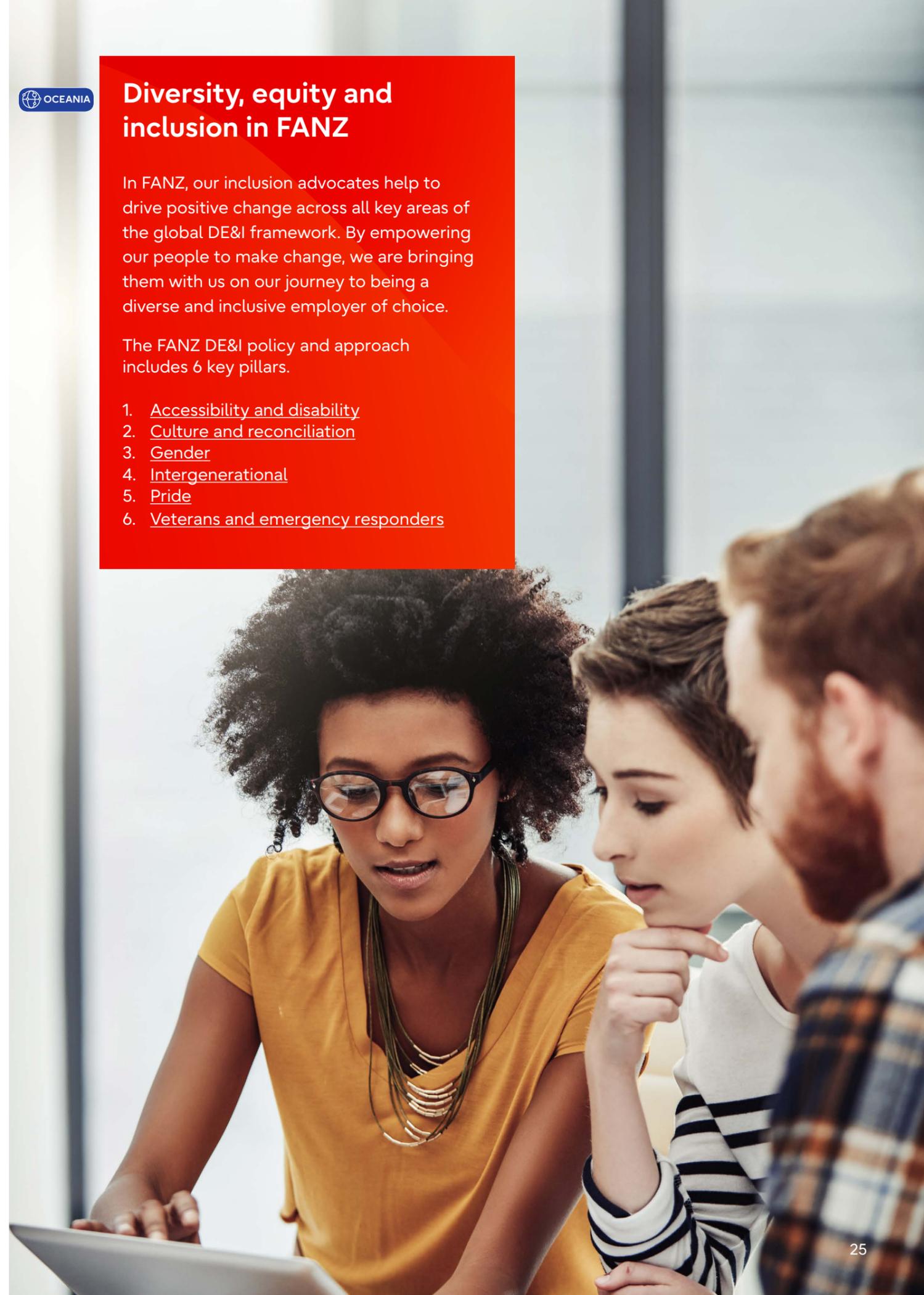


Diversity, equity and inclusion in FANZ

In FANZ, our inclusion advocates help to drive positive change across all key areas of the global DE&I framework. By empowering our people to make change, we are bringing them with us on our journey to being a diverse and inclusive employer of choice.

The FANZ DE&I policy and approach includes 6 key pillars.

1. [Accessibility and disability](#)
2. [Culture and reconciliation](#)
3. [Gender](#)
4. [Intergenerational](#)
5. [Pride](#)
6. [Veterans and emergency responders](#)



Accessibility and disability

In FANZ, the inclusion of employees who live with disability or a chronic health condition, and employees who are carers, is an important part of our DE&I strategy. Our employees are leading positive changes at Fujitsu through the Accessibility and Disability Advisory Group, led by Dean Watkins, Senior Technical Services Engineer, and Cathy Brierley, Senior Project Manager. This group aims to create an environment that has removed all barriers for people to join and fully participate in our workforce.



World MS Day

Each year, 30 May is designated World MS Day which brings the global MS (multiple sclerosis) community together to share stories and raise awareness. In 2022, Monique Nicholas, Senior Sales Support Coordinator at Fujitsu Australia, shared with us the significance of World MS Day as someone living with MS.

'For people living with MS, these symptoms, although sometimes limiting, do not stop them from living and performing to their full potential. It is important to have a great support network. Personally, I am very fortunate to have family, friends, and Fujitsu colleagues to support me.' - Monique Nicholas, Senior Sales Support Coordinator.



International Day of Persons with Disabilities

To celebrate International Day of Persons with Disabilities, we were delighted to partner with the icare Paralympian Speakers Program. Paralympian wheelchair basketball player Brett Stibners, and Paralympian archer and New South Wales (NSW) Police officer, John Marshall, joined Fujitsu employees online to share their inspirational stories. We were in awe of the challenges both Brett and John overcame in their respective fields and thank them for their generosity and time.



Building Accessible Applications Workshop

In support of International Day of People with Disabilities, the Microsoft ANZ SaaS Team ran a workshop in Melbourne on building accessible applications. This workshop shared Microsoft's accessibility journey with their partners and taught the Fujitsu team how to use Microsoft's Accessibility Insights tools.

'I loved attending this workshop and am keen to continue sharing my learnings and the Accessibility Insights tools with Fujitsu Australia and New Zealand's Accessibility & Disability Advisory Group.' - Phoebe Rahn, 2022 Graduate, Office of Purpose.

Reconciliation and digital inclusion within First Nations communities

Fujitsu is committed to actively contributing to the reconciliation process in Australia. Our vision is to help shape a tomorrow in which Aboriginal and Torres Strait Islander peoples and other Australians share in an equitable, just, prosperous and rewarding future.

To help us with this journey, we are part of the Reconciliation Action Plan (RAP) program and are currently working through the actions and deliverables in our [Innovate RAP 2021-2023](#).

Our RAP Working Group is co-chaired by Luritja man Earle Moroney, Lead Systems Architect, and Kylie McKenzie, Consulting Director.

With our current RAP coming to an end in October 2023, the RAP Working Group has already learnt many lessons and will conduct a workshop to refine our impacts and outcomes before we begin the process of developing a new plan.

We have committed to

74

key deliverables across the 4 pillars of Relationships, Respect, Opportunities, and Governance

81%

of our deliverables are either 'complete' or 'progressing*'

* as of May 2023

Fujitsu Presents: Being Brave and Making Change with Dr Anita Heiss

To celebrate National Reconciliation Week, on 3 June (Mabo Day), we were privileged to have a very special session of 'Fujitsu Presents' with award-winning author Dr Anita Heiss. Through Dr Heiss's candid and humorous account, Fujitsu employees and partners across Australia and Aotearoa New Zealand gained an understanding of the impact that racism has on First Nations Peoples in Australia.



Samantha Campbell from Coolamon Creative also joined the online session to capture the conversation with this illustration.

Reconciliation Action Plan Conference

Fujitsu Australia was pleased to join more than 700 RAP organisation employees in June for the 2022 National RAP Conference, 'Brave Together'.

Nicole Forrester, VP, Purpose, People and Culture spoke at the conference about 'Connecting RAPs to the sustainability movement' alongside panellists Nik Midlam and Adam Davids.

The Fujitsu team attended different sessions over the 2 days including an address from Senator Patrick Dodson, panel events with RAP partners including

Telstra, and an interactive session where delegates shared their vision for reconciliation in 20 years' time.

The highlight of the Conference was the 2022 Indigenous Governance Awards gala dinner, where the team joined more than 400 guests to celebrate success and excellence in Aboriginal and Torres Strait Islander-led organisations. We were very moved by a special performance from Uncle Archie Roach and his quartet, and a speech from the Minister for Indigenous Australians, Linda Burney MP. Fujitsu was sad to hear of the passing of Uncle Archie in July and extend our condolences to his family and friends.



Image: Peter Morris (Reconciliation Australia); Nik Midlam (City of Sydney); Adam Davids (Career Trackers) and Nicole Forrester.



Image: Linda Burney MP, Minister for Indigenous Australians speaking at the 2022 RAP Conference in Gadigal land (Sydney).

Fujitsu supports the Uluru Statement from the Heart

[The Uluru Statement from the Heart](#) is an invitation to the Australian people with a set of recommendations asking for 3 key reforms: Voice, Treaty and Truth. As part of Fujitsu's commitment to our RAP in Australia, we have provided easy access to resources related to the Voice to Parliament which Australians will be asked to vote on in late 2023.



Global CEO welcomed to Dharug Country



In April, Fujitsu's Global CEO & CDXO, Takahito Tokita, delivered a town hall meeting to FANZ staff at the Macquarie Park, NSW office. Attendees were welcomed to Dharug Country by Brendan Kerin, cultural representative from the Metropolitan Local Aboriginal Land Council.



Tokita-san was presented with a hand-painted bowl, boomerang and clapsticks by Wiradjuri and Yorta Yorta artist, Joanne Cassidy.

NAIDOC Week

Fujitsu recognised NAIDOC Week in July by sharing thoughts from some First Nations colleagues on what NAIDOC means to them. We also created a [NAIDOC playlist on Spotify](#) and encouraged team members to attend NAIDOC Week events and use virtual backgrounds to show support.

'I'm a proud Luritja man originally from Watarrka, 450km south-west of Alice Springs.

There is still an invisible fence between non-Indigenous and Indigenous people which limits us to share cultures, build mutual respect and walk tall together for unity and a brighter future. Participating in NAIDOC celebrations is a fence cutter.' –

Earle Moroney.

Image: Knowledge Sharing by Jasmine Sarin (JS Koori Designs)

Indigenous Leadership Summit

In mid-November 2022, Diversity, Equity and Inclusion Lead, Rebecca Gallegos, joined a panel discussion with speakers from the Australian Red Cross and Google, at the Indigenous Leadership Summit 2022, hosted by The Leadership Institute.



Happy first birthday to the Cherbourg Digital Service Centre

We are proud to continue our partnership with the Cherbourg Digital Service Centre as we support the digital transformation of the Cherbourg community with the Cherbourg Aboriginal Shire Council, Advance Queensland, TAFE Queensland and our customer, Australia Post.

Since the Centre launched in April 2022, the local agents have been doing a great job taking calls and providing IT support services for our valued customer Australia Post. The Centre has brought on another cohort to support new customers and Fujitsu is continuing to support agents working on the Australia Post account.

In our journey so far, we have learnt a lot about building deeper connections to support digital transformation within First Nations communities. [Read our blog post to find out some of our key takeaways from this program.](#)



Queensland Government's Premier's Awards for Excellence

The Cherbourg Digital Service Centre received a highly commended award in the 2022 Queensland Government's Premier's Awards for Excellence in the 'more jobs in more industries' category in April.

We are excited to see this first-of-its-kind project being recognised for delivering new employment and economic opportunities in partnership with Aboriginal and Torres Strait Islander peoples in Cherbourg.



Supporting future female First Nations STEM leaders

Fujitsu and Defence Australia hosted around 20 Year 9 students from the CSIRO's Young Indigenous Women's STEM Academy at Fujitsu's Digital Transformation Centre in Canberra for a mini workshop and story-telling session.

Kylah Limmer, Head of Industry – Defence at Fujitsu kicked off the day with an introduction, followed by an interactive workshop with Innovation Consultant Melanie Brown. During this workshop, students asked lots of questions about careers in STEM and shared

their excitement about the possibilities of working in the industry.

Sue Lamont (Senior Domain Architect), Emily-Jane Deering (Cyber Security Strategy Graduate) and Melanie then each presented their career journeys, sharing photos of themselves at different stages of their careers, explaining what they enjoyed most about working in STEM. It was a great day of knowledge-sharing, inspiring conversations, and laughter.



Māori and Pacific peoples' inclusion

Fujitsu has a 5-year Māori and Pacific Peoples Inclusion Plan that aims to co-create value for Māori and Pacific individuals and their families, communities, and businesses. We want our business to represent Aotearoa New Zealand as a whole and reflect the foundations cemented in the partnership of Te Tiriti o Waitangi which provides a place for all.

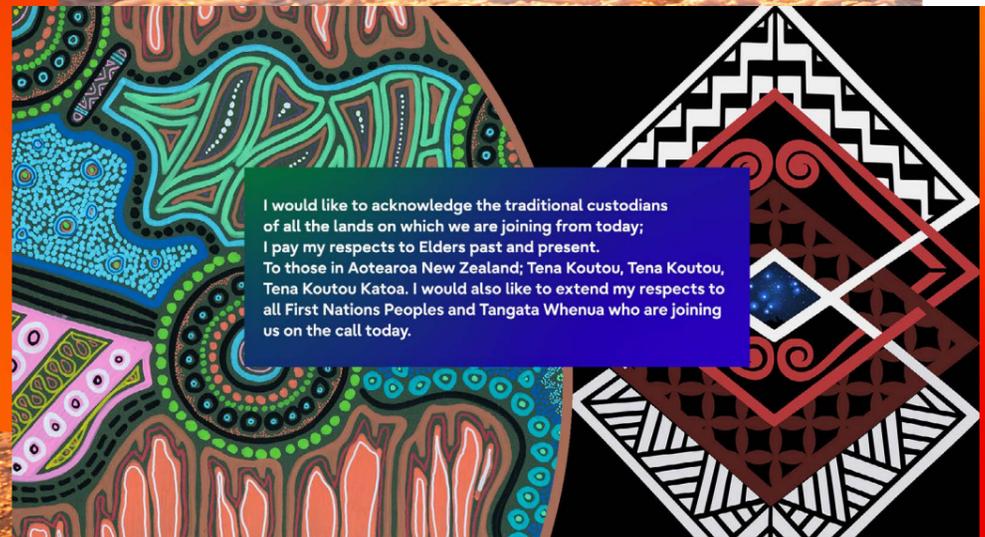
The Māori and Pacific Peoples Inclusion Plan Working Group, led by Sarah Retter, Head of Legal NZ, has been focused on celebrating cultural events, like Matariki, and promoting opportunities to learn about Māori and Pacific languages and culture.

Celebrating Matariki

In June 2022, FANZ celebrated Matariki for the first time, hosting an in-person and virtual event at the Tāmaki Makaurau (Auckland) Fujitsu office. We were honoured to be joined by young Māori artist and founder of community organisation Xabilities, Tamara Grant, her mother, Teresa Moore, and whānau (family), who supported Tamara in her presentation of the commissioned artwork in connection to the Māori and Pacific Peoples Inclusion Plan.

Tamara's artwork 'Ko wai Au' (Who Am I) now proudly hangs in Fujitsu's new head office in Te Whanganui-a-Tara (Wellington).

Image: Ko Wai Au is displayed in Fujitsu's head office in Wellington, on land known as Kumutoto kainga that was once established and occupied by tribes such as Ngāti Tama, Ngāti Mutunga, Te Atiawa, Ngāti Te Whiti, today collectively known as Taranaki whanui.



I would like to acknowledge the traditional custodians of all the lands on which we are joining from today; I pay my respects to Elders past and present. To those in Aotearoa New Zealand; Tena Koutou, Tena Koutou, Tena Koutou Katoa. I would also like to extend my respects to all First Nations Peoples and Tangata Whenua who are joining us on the call today.

We have created an asset for Australian and New Zealand employees to insert into their PowerPoint template to acknowledge First Nation peoples in our communities.

Integrating Te Reo Māori into our business

We seek to build the cultural awareness and confidence of our employees to form respectful relationships with Māori and Pacific individuals and organisations. Integrating and promoting the use of Te Reo Māori is an important part of this goal.

Translating ServiceNow® into Te Reo Māori

In September, Fujitsu Aotearoa New Zealand became the first service provider to offer Te Reo Māori translation on leading digital workflow platform, ServiceNow®. Used by some of Aotearoa's largest government and private sector organisations, Fujitsu will offer ServiceNow customers the option to choose the official Indigenous language of Aotearoa as their language of choice within the ServiceNow Platform.

Jochen Burr, Senior Solution Architect, led the translation project and worked with Straker Translations, a tech-centric translation company to develop the solution.

The Te Reo Māori translation program is Fujitsu's direct response to one of Aotearoa New Zealand Government's primary policy commitments to supporting a strong, healthy, thriving Māori language.

[Read the press release.](#)

Learning Te Reo Māori with Education Perfect

During te Wiki o Te Reo Māori (Māori Language Week), some of our Aotearoa team members participated in a free competition where they got a taste of Education Perfect's Te Reo Māori for Professionals course.

Over 2 days, 16 employees clocked up nearly 10 hours of Te Reo Māori including learning sounds, pronunciations, and names. We are now rolling out the full course with Education Perfect to team members in both Aotearoa and Australia.

TupuToa

To support employment pathways for Māori and Pacific rangatahi (young people), we welcomed our first TupuToa interns over the 2022-23 summer, Aakaansha Lal and Robert Waru. [Read more about TupuToa.](#)

New Zealand Law Awards

In 2022, Sarah Retter and the legal team were Diversity and Inclusion Initiative of the Year finalists for their great work on the Māori and Pacific Peoples Inclusion Plan.



Gender equity

FANZ are committed to improving the gender composition of our workforce so that we are more representative of women and gender-diverse people.

Currently, women account for 23% of Fujitsu's workforce in Australia and Aotearoa New Zealand. While this is not unusual in the ICT industry, we recognise that we must do better by taking a strategic and whole-of-business approach to shift the dial on our workforce composition.

Throughout FY22-23, we have worked with our recruitment partner, TalentXchange (Chandler Macleod) and hiring managers to embed DE&I into our recruitment and selection practices. We continue to promote more women to leadership roles and have slightly increased the representation of female and gender diverse people in our organisation.

In FY22-23, Sue Lamont, Senior Domain Architect Service, joined Branko Panich, Executive General Manager, Consulting, as co-chair of our Gender Equity Advisory Group. This group is made up of passionate volunteer employees who help create a culture that empowers all genders and harnesses their strengths.

A large part of their work in this period has been developing a holistic strategy around attracting, retaining and developing female and gender diverse employees, with a view to become a Workplace Gender Equality Agency Employer of Choice.

'Our challenge and opportunity is to think broadly and outside the box as to how we can attract more women and gender diverse people to Fujitsu, and how we can grow an inclusive pipeline of more diverse talent in the tech industry.'

– Nicole Forrester, VP, Purpose, People and Culture Fujitsu Asia Pacific



TechDiversity Awards 2022



Image: Naomi di Fede, Alice Kelly and Phoebe Rahn attended the TechDiversity Awards in May, where Fujitsu was an awards sponsor and nominee for the business category.

Fujitsu Presents: International Women's Day with Professor Tracy Smart AO

We hosted a very special International Women's Day webinar from our Canberra office, where Professor Tracy Smart AO shared her experiences as a leader and LGBTI+ woman in the Australian Defence Force (ADF). Prof Smart is a doctor, retired Air Vice-Marshal, and former Surgeon General of ADF. Attendees were captivated by her retelling of the evolution of LGBTI+ inclusion in the ADF during her 35 years of service. Her story made a huge impact on many employees, especially our LGBTI+, female and veteran communities.

Fujitsu Presents:
International Women's
Day with Professor
Tracy Smart AO



Celebrating International Women's Day 2023

For #IWD2023, we shone a light on our diverse and talented female workforce at Fujitsu with a social media campaign featuring [Irene Naidu](#), [Carol McLoughlin](#), [Meg Santos](#), and [Ashleigh Wrennall](#), and by providing team members with virtual backgrounds.

Women in Leadership Summit

Graeme Beardsell, CEO Asia Pacific joined a panel at the Women in Leadership Summit in Melbourne to inspire and empower female emerging leaders to take the next step in their careers. Graeme joined other forward-thinking business leaders in delivering a thought-provoking discussion on how female leaders can navigate and manage the successful transition to a c-suite executive. He also shared his perspective on engaging in active sponsoring of diverse talent and leading an enterprise towards significant diversity and gender milestones.



Women in IT Executive Roundtable

In late 2022, Fujitsu Australia welcomed Megumi Shimazu, Head of Global Solutions, to the Sydney office. To coincide with her visit, we hosted a Women in IT Executive Roundtable, where female senior executives across a range of industries discussed 'leveraging personal influence as an executive leader'. Participants shared the techniques they found effective to improve their influencing skills and exchanged ideas on how to develop valuable leadership skills to achieve impactful outcomes.



Intergenerational inclusion

Fujitsu has a large global workforce comprising 4 generations, all with wonderfully diverse experiences and views.

In FANZ, the Intergenerational Pillar is led by Storytelling Coordinator, Lauren Perrin and Customer Service Manager, Kris d'Souza. The Pillar contributes to making Fujitsu an inclusive workplace for all generations. It aims to promote and nurture meaningful connections across generations through employee engagement initiatives and providing strategic advice to the business.



Fundraising

The Intergenerational Pillar led Fujitsu's participation in 'STEPtember', raising money and awareness about inclusivity for people living with cerebral palsy, the most common physical disability in childhood. The 38 Fujitsu participants raised almost \$2,000 and took over 5 million steps – while sparking conversation around healthy habits when working from home, such as having walking or standing meetings.

The Pillar also participated in 'March On' with Soldier On along with the [Veterans and Emergency Responders Group](#), helping raise almost \$3,000 to help provide life-changing services for veterans and their families.



Graduate program

Our award-winning 12-month [graduate program](#) continues to focus on preparing future leaders, technical specialists, and industry experts. Throughout the program, graduates are given opportunities for development, to build their networks and get involved with a range of projects and experiences across our business.

Our FANZ graduate community is tight-knit, social and friendly – each graduate is assigned a buddy from our alumni community to provide additional support throughout the year. Twelve graduates completed their development program in FY22-23, and a further 13 joined Fujitsu, starting their career journey with us.

Women in ICT Awards

We were very proud to see 4 of our Aotearoa team members recognised in the 2022 Women in ICT Awards by Reseller News. These awards celebrate gender diversity and recognise female excellence in the technology industry in Aotearoa New Zealand.

Fujitsu was also a finalist in the Diversity and Inclusion Champion category, which recognises organisations driving diversity and inclusion across all aspects of their business. [See here for FAPL's achievements in the Women in ICT Awards.](#)



Congratulations



Sarah Retter (Finalist, Shining Star)

Karen Dias (Finalist, Rising Star)

Ali Cleary (Finalist, Achievement)

Vicky McIndoe (Finalist, Innovation)



Partnering with Macquarie University

Postgraduate degree launch

In November 2022, Sohan Aloysius Domingo, Head of Innovation Asia Pacific, attended the launch of Macquarie University's Master of IT in AI and the Master of IT in the Internet of Things (IoT). Those studying the new postgraduate degrees will have access to the new precinct on campus and be able to do internships at world-leading organisations like Fujitsu in the nearby Macquarie Park Innovation District.

Sohan also spoke at the accompanying seminar – attended by students and representatives from industries and government agencies across the world – weighing in on the topics of 'harnessing the power of IoT' and 'AI spring'.



Partnering with Queensland University of Technology (QUT)

'Future You' STEM Summit

In September, Charlotte Wright, the OoP's Legal and Responsible Business Associate, gave a lightning talk on purpose and held a blue-sky thinking session with 260 Year 11 and 12 students from across Queensland and New South Wales. The students explored the design of more purposeful technology using a working case study of AI in healthcare. Charlotte then returned later in the week as an 'investor' at the entrepreneurship pitch-off session to hear the students' innovative business ideas.



Jobs Happy Hour

In October 2022, we participated in Macquarie University and the City of Ryde's 'Jobs Happy Hour' to connect recent and soon-to-be graduates with career opportunities at Fujitsu. The team had a great time meeting some of Macquarie University's brightest students and enjoyed showcasing our award-winning graduate program.



Image: Haydn StJames, Andy Ma, Sebastian Brown, Ramin Moghbelpour, Rebecca Gallegos, and Lauren Perrin attended the 'Jobs Happy Hour' at Macquarie University.

Indigenous Business Summer School

We previously sponsored QUT's Indigenous Business Summer School by donating 20 laptops to each student in FY21–22. In June, we continued that support by giving students a tour of one of our data centres in Eight Mile Plains, Queensland. We are excited to see how we can grow our relationship with QUT to inspire more young First Nations People to work in the tech sector.



Image: QUT Business School students at Fujitsu Data Centre

Pride

Fujitsu Global Pride, co-led by Caro Moore and Ian Gearey, both based in Australia, is driving LGBTI+ inclusion across all our regions. Recently, the Fujitsu Workplace Equality Index launched to give all regions a set of criteria to ensure we can support the LGBTI+ community wherever we operate, regardless of and in line with local regulations. We also continue to have our global pride events each June to celebrate Pride Month, with webinars, podcasts, history bites, and parties.



Driving LGBTI+ inclusion across FANZ

FANZ are committed to an inclusive and diverse workplace that reflects society and gives employees from the LGBTI+ community a voice. Our local Fujitsu Pride advisory group leads LGBTI+ inclusion activities and is also led by Ian Gearey, Finance Director.

Fujitsu Pride Week

FANZ celebrated 'Fujitsu Pride Week' as part of global Pride Month in June 2022, with a special 'Sharing Gender Stories' online event, and a very fun pride party featuring a drag king performance and bingo games.

Celebrations like pride parties are a fun way to build employee engagement. They also importantly signal that our business is LGBTI+ friendly, helping LGBTI+ employees to feel safe and valued at work.



Images: Kylie Richardson and Ian Gearey (Sydney); Jessica Dennett and Lauren Perrin (Sydney); Rob Purdy (Auckland).

Rainbow Tick in Aotearoa

In FY22-23, we were proud to be given Rainbow Tick accreditation for LGBTI+ inclusion in Aotearoa New Zealand. Fujitsu achieved the highest possible ranking, Strengthening Practice, in every part of the report, but we are still working towards even stronger inclusion practices particularly for takatāpui (LGBTI+) people.



Rainbow Tick highlighted the following as some of our strongest areas:



'LGBTQIA+ employees usually feel comfortable to talk about their lives outside of work, without the fear that it might impact career progression.'



'Imagery and language for rainbow inclusion is always encouraged to be used virtually and is easily accessible, for example, email signatures, Teams backgrounds, and being able to add pronouns on our Teams accounts.'



'The resources that the Diversity, Equity and Inclusion team supply are always available which reinforces safe and inclusive spaces for LGBTQIA+ employees.'

Thank you to all who contributed their time, knowledge, and energy to the Rainbow Tick accreditation process, including Lauren Perrin, Ali Cleary, Ian Gearey, Matt Lloyd, Peter Naber, Emma Campbell, Kate Ritch, and those who participated in the group focus sessions with Rainbow Tick.



Image: Ian Gearey, Matt Lloyd, Ali Cleary and Emma Campbell celebrate Rainbow Tick accreditation in Auckland.

Gold for LGBTI+ inclusion in Australia

Fujitsu Australia was named a Gold Employer for LGBTI+ Inclusion at the 2022 Australia Workplace Equality Index (AWEI) awards held in May. AWEI is the definitive national benchmark on LGBTI+ workplace inclusion, driving best practice across all sectors. We are proud of this achievement as it is only our second year of submitting for the awards and we jumped from Bronze last year.





Showcasing leadership at the LGBTQIA+ Leadership Summit

In August, 2 of our inclusion champions attend the LGBTQIA+ Leadership Summit in Sydney, which was run by The Leadership Institute.

Rebecca Gallegos was part of an expert panel on what award-winning workplaces do differently to be truly inclusive, and what that inclusion looks and feels like. Ian Gearey discussed the intrinsic strengths of LGBTQIA+ leaders as well as strategies for advocating for yourself, others, and change in the face of discrimination.



Wear it Purple Day

We were thrilled to partner with our customer Endeavour Group to celebrate Wear it Purple Day in 2022. Special guests Oli and Cooper from BWS joined Phoebe Rahn and Customer Advocacy Marketing Specialist Alice Kelly from Fujitsu Australia for a virtual 'fireside chat'. Wear It Purple Day focuses on our LGBTQIA+ youth and the issues they face, while showing them they have the right to be proud of who they are and who they are becoming. Fujitsu is proud to support this great cause that strives to foster supportive, safe and inclusive environments for our LGBTQIA+ youth.



Pride in Practice conference

In late November, Ian Gearey and Caro Moore spoke at the [Pride in Practice](#) conference in Melbourne. Ian and Caro discussed best practice to drive LGBTI+ inclusion to support employees and their families on a global scale. They shared some insightful learnings from creating a strategy that is impactful and contextualised to different legal and cultural constraints.

Transgender Day of Visibility

To coincide with International Transgender Day of Visibility on 31 March, Fujitsu Pride updated the Australia and Aotearoa New Zealand 'Pronouns Guide' to reflect new ways of displaying personal pronouns. Team members can now choose to display their pronouns on their Microsoft 365 profile.

The team also updated our 'Gender Affirmation Guidelines' to ensure the guidelines are still fit for purpose and adequately support gender diverse employees in the workplace.

Using an individual's correct pronoun creates a safe and inclusive environment, and helps people to feel respected, confident in their identity and able to be completely themselves.

Inclusion for veterans and emergency responders

FANZ values the unique skills and experiences that veterans and emergency responders bring to our business. In early 2022, we launched a new inclusion group to better support current employees, and further promote Fujitsu as an inclusive employer of choice for veterans and emergency responders. The Veterans and Emergency Responders Advisory Group (VERG) is chaired by Paul Case, Director, Industry Solutions. VERG aims to support current and former Defence and emergency services personnel as they transition into Fujitsu.

'We know that service personnel from a variety of backgrounds bring a variety of skills to the table, and VERG aims to make Fujitsu a top-rated workplace for those moving on from defence and emergency roles.'

– Paul Case, Chair, VERG.



Emergency Services Volunteering Scheme review

VERG is pleased to see support from Fujitsu for its Emergency Services Volunteering Scheme, which will allocate 10 days of community service leave to emergency services volunteers, increasing from the current 3 days, and ensuring parity with ADF volunteer leave. As part of the scheme, Fujitsu will build partnerships with emergency service organisations in Australia and Aotearoa New Zealand. We are looking forward to seeing the impact of this scheme in the coming years.

Prime Minister's Veteran Employment Program

Fujitsu Australia is now registered on the Prime Minister's Veteran Employment Program. Organisations on this site have signed the Veterans' Employment Commitment declaring they value the skills and experience of ex-ADF members and will consider veterans for employment opportunities.



Supporting Soldier On

Supported by the [Intergenerational group](#), VERG led the 'Fujitsu Force' team in support of Soldier On's 'March On' challenge.

Together, our team of 14 walked more than 1,220 km and raised nearly \$3,000 to support Soldier On's life-saving mental health services to help our brave veterans and their families.



Image: Mark Divett (Strategic Pursuit Executive) participating in the March On challenge at Lake Burley Griffin, ACT.

OCEANIA FANZ is committed to incorporating as diverse a range of suppliers as practicable into its supply chain. In FY22-23, we:



Enabled 14-day payment terms (reduced from 30 days) for all diverse suppliers.



Renewed membership with Supply Nation in Australia and Amotai in Aotearoa New Zealand to support procurement from First Nations-owned businesses.



Strengthened our strategic relationship with the Indigenous Defence Infrastructure Consortium (IDIC) in Australia including education sessions with Fujitsu sales teams.

Tracking spend on diverse suppliers

In FY22-23 we spent a total of AUD14 million (ex. GST) on SMEs and diverse suppliers, exceeding our AUD10 million target.

Category	Target AUD	Total spend exc GST (AUD)
First Nations suppliers	\$3M	\$1.2M
SMEs and other diverse suppliers	\$7M	\$12.7M
Total	\$10M	\$14.2M

Learn about Fujitsu's ethical supply chains including [human rights](#) and [modern slavery](#) in the section on respect for human rights.

Supporting diverse suppliers

At Fujitsu, we know supplier diversity gives businesses a competitive advantage, as well as significant and measurable long-term benefits both internally and for the community. We recognise the importance of enabling the sustainable growth of small to medium business and enterprises owned by First Nations Peoples, minorities, women, veterans, persons with disability and other social enterprises ("diverse suppliers").

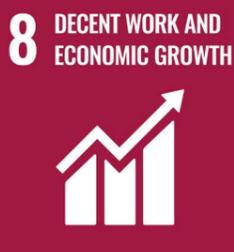


Our FY23 APAC supplier diversity goals:

- Establish an APAC Supplier D&I Policy.
- Track and report spend via an APAC supplier D&I dashboard.
- Set the first APAC-wide diverse supplier spend target (USD30 million) with a focus on promoting small to medium enterprises (SMEs) and First Nations suppliers (for FANZ).



The FY22-23 ASEAN+I SME/diverse supplier spend was USD18.6 million. The FY23-24 target is set at USD19.5 million.



The combined
FY22-23
APAC
diverse supplier
spend was
USD28.5 million



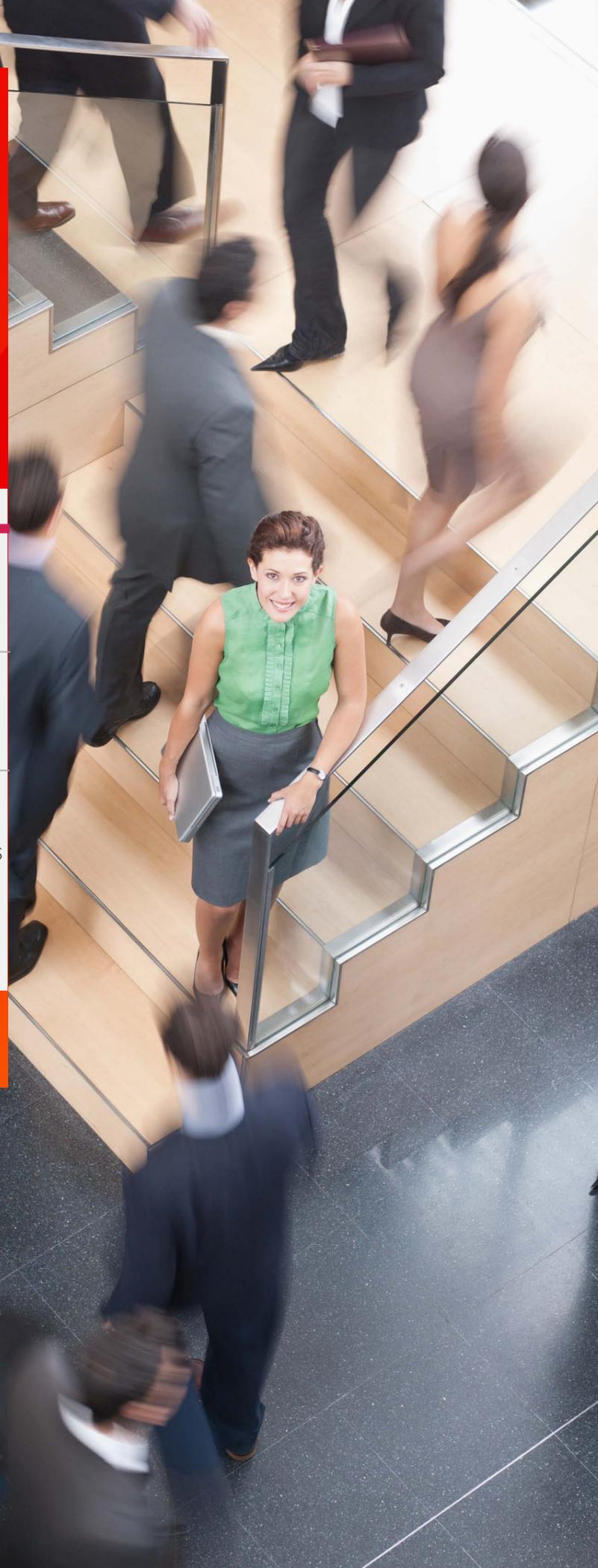
Occupational health, safety and well-being

The Fujitsu Group's priority in all business activities is to protect the occupational health and safety (OH&S) of our employees, both in mind and body, by providing a safe and healthy work environment tailored to the different cultures in which we operate.

Fujitsu's global well-being and OH&S goals and KPIs for FY20-22:

Goal	KPI	Result
Provide a positive work environment	An average score of 71 globally for 'Work-life Balance' and 'Well-being'* in the Engagement Survey	Not met – 67
Provide opportunities for employees to develop personally and display their abilities to the fullest extent	An average score of 70 globally for 'Growth Opportunities' in the Engagement Survey	Met – 71
Maintain a safe and comfortable working environment and promote employees' mental and physical health in every workplace	Zero occurrences of serious accidents. Implementing health and safety-related management reviews at the global level, conducted once a year	Met – zero occurrences of serious accidents. Met – global OH&S management leaders confirmed responses to COVID-19 in the Fujitsu Group.

*'Work Environment' has been changed to 'Well-being' for FY21-22 onwards.



As we work toward the FY23-25 goals outlined below, we expect that the Engagement Survey scores in the previous table will increase, and we will continue to track and record our progress.

Fujitsu's global well-being and OH&S goals for FY23-25:

- Each employee can understand and talk about their own well-being.

Well-being:

- Send messages globally to promote understanding of well-being.
- Develop well-being indicators.

OH&S:

- Zero occurrences of serious accidents.

Fujitsu's well-being model

Fujitsu Group believes employees' well-being is 'a state which you can realize your work and private life as you envision, and you have the discretion and decision-making power to achieve self-realization'.

Four key elements of well-being:

Career and growth

Social

Health

Financial

Work Life Shift

Fujitsu globally introduced the concept of 'Work Life Shift' to help people work in a more flexible way and bring their best value to a trust-based environment. By implementing technology in a human-centric way, we aim to enhance our employees' well-being and contribute to more inclusive and sustainable workforces for our customers. We launched various initiatives globally in 3 key areas:

- smart working
- borderless office
- culture change

APAC APAC initiatives include 'Work Your Way' in FANZ which encourages flexible working arrangements, supported by assessments of work health and safety (WHS) in home environments, and flexible work policies and relevant fringe benefits in ASEAN+I.

ASEAN+I In ASEAN+I, to realise the well-being of our employees, and to contribute to our purpose, each country's HR team works on various initiatives to enhance work-life balance and improve communications at work. Hybrid events to support our employees are held across countries in ASEAN+I.

1:1 check-ins and their correlation with employee engagement

As part of our initiatives for social well-being, we promote 1:1 check-ins between employees and their managers, with a handbook to support effective conversations. About half of ASEAN+I employees have 1:1s once a week or more frequently, and we saw a clear positive correlation between the 1:1 frequency and engagement survey score.

Blood donations

To help employees contribute to society and enhance the well-being of our local communities, we have arranged blood donation opportunities in partnership with local hospitals and organisations in Thailand, Indonesia, and Vietnam. Fujitsu Thailand has a long history of donating blood as a team, and they arranged the team's 29th and 30th donations (in June and December 2022) with the Thai Red Cross Society.



OCEANIA In FY22-23, FANZ endorsed a new OH&S strategy to help future-proof the health and safety of our employees. To support the strategy, the team launched several well-being and safety initiatives and campaigns to help improve the experience of our employees.

Men's Health Week 2022

In June, FANZ celebrated Men's Health Week with a virtual panel discussion featuring Fujitsu men sharing their own experiences of physical and mental health challenges to promote taking healthy actions. 'Mental Health for Modern Men' was hosted by Richard Peake (VP, Operations & Transformation APAC) and Owen Cuthbert (Project Manager), who were joined by David Westgate, keynote speaker for the Black Dog Institute and Mental Health and Wellbeing Ambassador for our employee assistance program, Assure.

Fujitsu Presents: Sarb Johal – moving your well-being dial

In February, FANZ hosted a 'Fujitsu Presents' webinar with Sarb Johal, a writer, author, speaker, and broadcaster, who shared skills to help employees shift from 'surviving to thriving'. With the uncertainty and volatility of current domestic and global issues, Sarb talked through how these experiences might impact our energy and well-being levels. Employees learnt practical tools and tips to shift our health and well-being in a positive direction.



Embracing social connections in Movember

In recognition of Movember and International Men's Day, FANZ worked with preventative mental health and emotional intelligence charity The Man Cave to deliver a virtual 'SpeakEasy' workshop for Fujitsu employees. Designed with men in mind, SpeakEasy was a valuable experience for everyone who attended. The workshop built skills that fostered better social connections, helping friends and family support each other through lively discussion.

Microsoft Viva Insights

To enable our people to build healthy work habits, we implemented Microsoft Viva Insights, a digital tool that allows individuals to prioritise their well-being with actionable recommendations, such as reserving time in their calendar for uninterrupted focus time, protecting regular breaks, end of day wrap up reminders, and integrated mindfulness tools. FANZ is continuing to assist employees to make the most of Viva Insights to boost health and well-being at work.

Tools to support each other

In June, FANZ launched a new e-learning course on 'how to help a teammate in distress'. This 20 minute course is made up of short learning bites aimed to help employees take action to help themselves and each other. Employees learn about the 5 key steps to assist a person in distress under the ICARE (Identity, Compassion, Access Experts, Revitalise Work, Exercise) framework.

R U OK? Day



In September, FANZ participated in the R U OK? Day campaign to help de-stigmatise mental illness and promote good mental health practices for our employees. John Wilson, Defence Liaison Officer, and Lauren Perrin shared their experiences in a virtual panel with guest psychologist, Amelia Flores. This panel was very well attended and received by our employees who actively contributed to the chat discussion. Fujitsu is proud to bring people together to provide education, advice, and support for managing mental health concerns.

Occupational Health and Safety

Fujitsu will maintain a healthy, safe and comfortable working environment, and promote employees' mental and physical health in all our workplaces



Vision

We will foster a culture that is proactive in managing risk, cooperative in preventing harm and focused on promoting well-being.



Strategic Goal

Make safety important and personal in order to influence people's decisions and behaviours.

- Aspiration
- Empathy
- Trust



Focus Areas

Visible leadership, persistent focus on risk, creating an organised and shared OH&S management system, safe workplaces where people are competent and connected.

World Day for Safety and Health at Work

For the second year running, FANZ participated in the World Day for Safety and Health at Work by coordinating the Fujitsu Moments that Matter campaign, encouraging employees to share their own reasons for making safety important and personal.

'Being safe and looking after myself, physically and mentally, means I can put the most into my marriage and my wider family. This means I can make the most of the time away from work . Going on holidays, doing things with family and friends in my time off'



'Taking care of myself is not only important to me but even more so to the ones that have made me who I am today. So for me, they are the most important reason for work, health and safety.'



Introducing Donesafe

The FANZ OH&S program was significantly enhanced with the introduction of a digital organised safety management system. Donesafe is an efficient and structured approach to WHS activity and improvements, incorporating online modules for incident and hazard management, corrective actions, workplace adjustments, risk profiling, inspections, inductions and more. In the OH&S space we also:

- maintained certification of our safety management system to AS/ISO 45001 with further successful rounds of third-party auditing
- launched a new WHS 'WeCare' module for managers to recognise the positive impact great safety leaders have on the workplace experience of their people.



Work Your Way

This FY, we introduced our 'Work Your Way' employee value proposition, enabling people to select a hybrid model of working that provides for individual balance and productive work. Having a flexible approach to working patterns enables us to build an inclusive and supportive culture that promotes well-being.

To help managers and teams embed the right hybrid working pattern we focused on '6Cs'. These are guiding principles to help us consider the reasons we spend time in the office, compared to time working remotely, allowing flexibility while promoting connection.



Customer delivery



Connecting



Coaching



Co-Creating



Collaborating



Colleague choice

Digital inclusion and social impact

When we invest internationally in social impact and community activities, employees learn and care about issues they may have never heard of or been exposed to before. Fujitsu globally engages in activities through collaboration, funding and co-creation with a wide range of stakeholders, making a significant and positive impact on society, and creating growth opportunities for Fujitsu while contributing to the realisation of our purpose.



The [Community Pillar](#) within our GRB framework works with employees and their communities to pursue unique activities around the world. To accelerate our commitment to our purpose, Fujitsu introduced the Strategic Community Investment Fund (SCI Fund) in FY21-22 to support the specific efforts of non-government organisations (NGOs) and charitable organisations in addressing social and environmental issues that align with our purpose.

This financial year in APAC, these NGOs were nominated by employees to receive a grant and were successful:



- TupuToa, Aotearoa New Zealand (education)

- The Pinnacle Foundation, Australia (education)



- GreenEarth Heritage Foundation, Philippines (environment)
- Isha Outreach, India (environment)
- Anandam, India (education)
- Project LoHi, Vietnam (health & well-being)



Supporting digital inclusion in rural Thailand

FTH donated THB250,000.00 worth of computer equipment to schools in need in upcountry Thailand. Wat Thep Prachum Nimit School and Dhammajarinnee Witthaya School were given several PCs to support their STEM programs. The schools, located in rural areas, lacked the modern fundamental tools and technologies to give children the best modern education around emerging technologies. Digital inclusion becomes increasingly important as technology continues to be embedded in everyday lives, and Fujitsu hopes to help lessen the education gap for a more inclusive global digital society.



Supporting children with football clinics

In cooperation with Kawasaki Frontale football team, FTH organised a football clinic at Pakkret Home for Boys, the third time FTH has provided a similar activity. A total of around 150 took part, including children ages 6 to 18, and 28 FTH employees. Aiming to power constructive change and the sustainable development of people and society, the activity used football to teach life skills such as fair play, teamwork and discipline – important attributes for future community leaders. FTH also donated lunch and new football posts so that the children could continue developing their new talents.



Fundraising for children's education

In mid-2022, FID collaborated with Kitabisa Foundation to support the education of children from Sekolah Di Utara ('the school in the north') with donations. Kitabisa's fundraising platform helped Fujitsu gather over IDR12.8 million in company and employee donations for the school located in North Jakarta. Our donation to this school was intended to assist school-age children who face financial limitations in pursuing their education or meeting their school-related needs, alleviating some of the financial burden that may impede their academic progress.



FVL donation to wounded and sick soldiers

To commemorate the 75th anniversary of Vietnam's War Invalids and Martyrs Day, employees of FVL visited and presented gifts to support and encourage the veterans at Thuận Thành Veterans Nursing Centre. FVL has worked on various activities to support the community in health, well-being and education.



GreenEarth Heritage Foundation

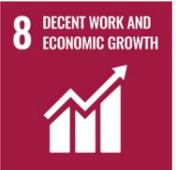
In FY22-23, 19 NGOs were chosen to receive funding from Fujitsu Group's SCI Fund. This included GreenEarth Heritage Foundation, which FPI partners with to support environmental, livelihood, and educational activities to help realise a sustainable world. Their vision is 'to build a model eco-farming community... for forests, schools, parks, marketplaces, sports and recreational facilities, and community training centers!'



Malaysia's Social Security Organisation

Malaysia's Social Security Organisation, known as SOCSO, has a critical role in addressing unemployment and providing social security protection to Malaysian workers. SOCSO Rehabilitation Centre is a medical facility that provides rehabilitation services to workers who have suffered work-related injuries or illnesses, with the goal of recovery and returning to work.

Fujitsu's co-creation program with the centre aims to utilise technology to enhance lives and improve society. The Automated Food Menu Self-Ordering System is one of the resulting innovations, implemented with patients' physical limitations in mind. The kiosk replaces traditional ways of ordering food and has improved patient independence and morale.



Volunteering with Purpose Leave

Team members in FANZ are eligible for Volunteering with Purpose Leave (VPL) – 3 days paid leave per financial year to volunteer with approved organisations and activities that align with our DE&I priority areas. For FY23, we extended the pilot for another year with a view to making it permanent and have also added registered environmental charities to the program.

More than 570 hours of volunteering were used in FY22-23 through VPL. These hours were spent volunteering with a variety of community partners including the Australian Business for Community Network (ABCN) and Young Enterprise Trust; creating impact in our local community through organisations like The Queen's Fund and RSL NSW; and donating blood, plasma and platelets.

VPL, together with our community service and Defence force leave, empowers our employees to live our purpose and meaningfully engage in their communities.



More than **570** hours of volunteering were used in **FY22-23** through VPL



We use Business for Societal Impact (B4SI), a global standard in measuring and managing a company's social impact.

Australian partnerships

Australian Business for Community Network

In 2022 Fujitsu Australia joined the Australian Business Community Network (ABCN) – a purpose-led, not-for-profit organisation that brings businesses and schools together to address educational disadvantage. ABCN's vision is for all young Australians to reach their full potential in their future careers, regardless of socioeconomic background.

Thirty-two Fujitsu employees volunteer as mentors with ABCN, connecting with students from low socioeconomic schools to provide fun workplace-based mentoring programs, online and in-person, that develop students' confidence, skills and aspirations.

Through our workshops, 88 individual students were mentored across 6 different schools.

Fujitsu mentors get just as much out of the program as the students. Staff use their VPL and frequently report improved mentoring and coaching skills, gratitude, and inspiration to help others. [Read more about ABCN's impact.](#)



Soldier On

Soldier On is an independent, not-for-profit organisation delivering holistic support services that enable current and former ADF personnel and their families to lead meaningful civilian lives. As a Platinum Pledge partner we provide financial and in-kind support through fundraising initiatives, donations, and career development opportunities for veterans.

In FY22-23, Fujitsu contributed AUD50,000.00 worth of time, cash and in-kind contributions to Soldier On, including the creation of a proof of concept for an online veteran support portal. For many years, Soldier On and employment pledge partners like Fujitsu were looking for a new forward-facing job portal. Fujitsu used an adaptive engineering approach to build a Veteran Support Platform POC. In 4 weeks,

Layne Hurst, Portfolio Lead, Hybrid IT; Joseph Grech, Systems Designer; and Julian Fox from Thought Arc, designed, developed and implemented the POC platform leveraging cloud-native services.

The online platform (in pilot phase as at June 2023) allows Soldier On to easily connect pledge partners with veteran participants; provides additional support services and tools; and enables Soldier On pathways officers to guide veteran participants through new employment opportunities. We are proud to employ a large number of veterans within Fujitsu, and hope this new portal makes it easier for veterans to be matched with future employers. [You can read more about this work here.](#)



Soldier On podcast

Fujitsu Australia was delighted to sponsor an episode of the new Soldier On Podcast hosted by multi-award-winning journalist Hugh Riminton.

The [episode on leadership](#) explored what it means and takes to be a leader in both military and civilian settings with Former Chief of Army and Lieutenant General, Peter Leahy (AC), as well as the Principal Psychologist and Executive Leadership Coach of the Australian Army senior leadership team, Dr Rebecca Jackson. Fujitsu's Head of Defence Industry, Kylah Limmer, was also interviewed for this podcast episode.



Bawurra Foundation

As part of the global 2021 SCI Fund, [Bawurra Foundation](#) – an Australian non-profit working alongside Aboriginal and Torres Strait Islander communities to preserve knowledge and culture - collaborated with Fujitsu to use our ScanSnap technology to preserve precious items.

In February 2023, Bawurra and Fujitsu (represented by Joshua Peauafi, Community Partnerships Lead), travelled to the Torres Strait Islands, where Bawurra was yet to visit. Throughout the trip, Fujitsu ScanSnap technology was used, kindly supplied by the Fujitsu Product team headed up by Anna Soriano.

It was important for both Fujitsu and Bawurra to take the time to build trust and relationships with the Torres Strait Islander people, as they were understandably hesitant to welcome new visitors into their community. Fujitsu and Bawurra went through cultural awareness conversations

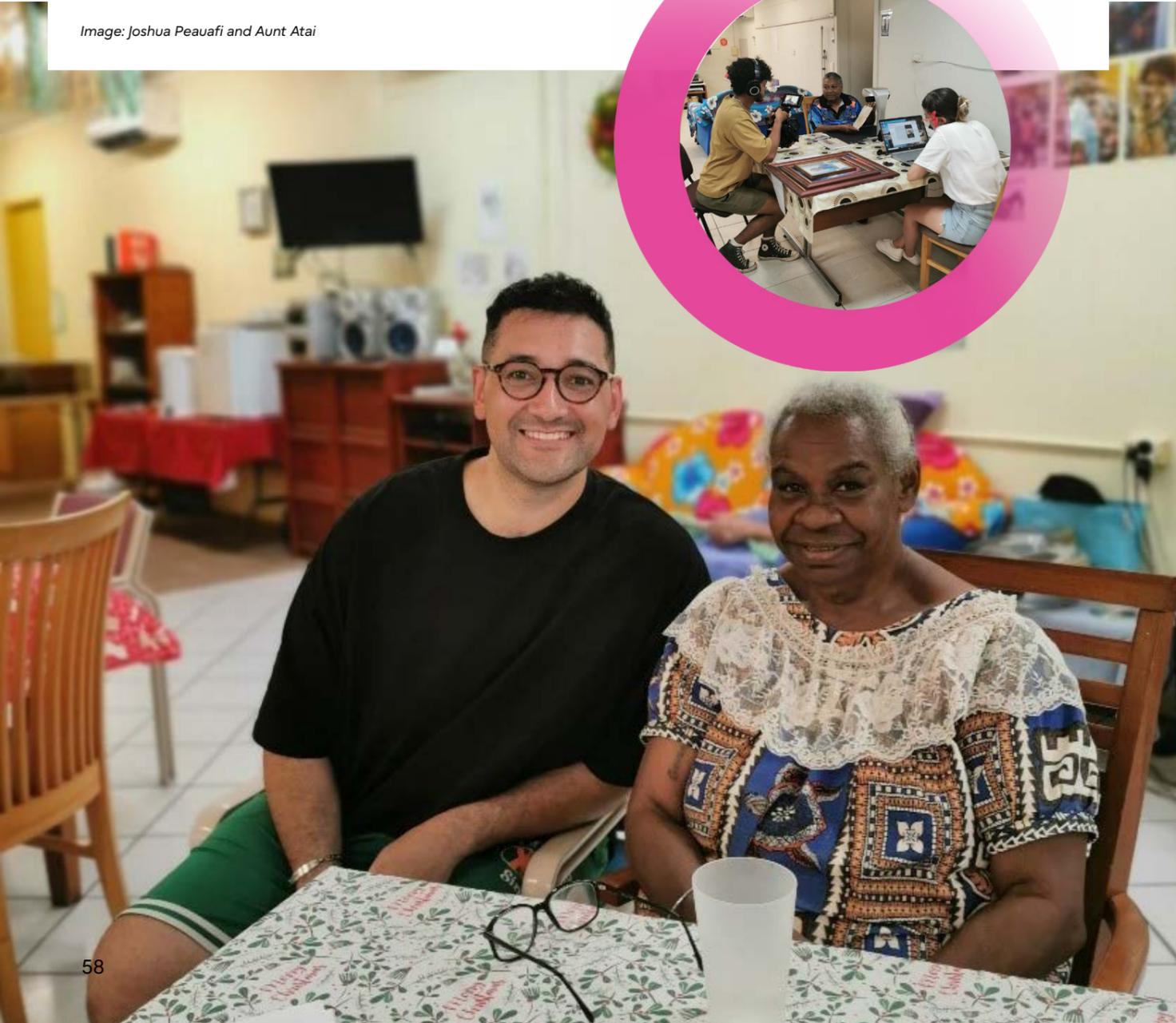
and strategies prior to engaging with Community, which were pivotal to ensuring the approach and engagement was culturally appropriate and safe.

The Fujitsu ScanSnap technology was hugely valuable, enabling the preservation of culturally significant documentation and irreplaceable data that were deteriorating and had never been captured before.

Once scanned, these precious memories were transferred onto removable storage devices and handed back to Community to be enjoyed and learnt from for generations to come. For Community to trust outside visitors with some of their most precious memories and documentation was a privilege and an honour for Fujitsu and the Bawurra Foundation.



Image: Joshua Peauafi and Aunt Atai



Mini Woolies Supers

Over the last financial year, the Mini Woolies initiative has continued to grow with 29 new locations opened. We are so proud of the positive impact this partnership is having on our communities. Mini Woolies stores are located inside inclusive employment providers and schools that specialise in educating students with intellectual disabilities, sensory disabilities, and autism.

Across 6 states and territories in Australia, each Mini Woolies store replicates the Woolworths supermarket experience – just on a smaller scale. By mirroring aspects of a Woolworths supermarket, the stores provide students with authentic work and shopping experiences to help build independent skills in customer service, communication, money handling and organisation.

The stores are stocked with a range of groceries and fitted with baskets, shelving, ticketing, signage and Woolworths branded uniforms. At check out, grocery items are scanned using fully-operational Fujitsu registers.



Aotearoa New Zealand partnerships



Graeme Dingle Foundation

In FY22-23, we welcomed a new partnership with the [Graeme Dingle Foundation](#), which works with tamariki and rangatahi (young people) in Aotearoa New Zealand by offering programs that support and empower them at different life stages.

The foundation is a leader in positive child and youth development, and currently works with more than 28,000 rangatahi aged between 5 and 24 years, across 10 regions. Through community-focused, life-changing role modelling and mentoring programs, rangatahi develop life skills and confidence, being empowered to find their purpose and direction in life.

To kick off the partnership, Paul Appleyard, Senior Sales Lead took part in the 'Drop Your Boss' event jumping out of Auckland's 328-m high Sky Tower – starting our relationship on a (really) high note!

Fujitsu team members were honoured to attend the Graeme Dingle Excellence Awards 2022, where we saw the incredible achievements made by rangatahi leaders. Our team have also used their VPL to take part in mentoring opportunities with the foundation and its Career Navigator Program, which helps rangatahi experience interview scenarios in a safe learning environment.

Fujitsu also supports the foundation with in-kind tech sponsorship, with our innovation team exploring how they can strengthen the impact of their Project K program using a human-centred design approach.



The Lion Foundation Young Enterprise Scheme (YES)

Fujitsu proudly continues our engagement activities to support the Young Enterprise Scheme (YES), a not-for-profit committed to inspiring young people to discover their potential in business and life. YES offers programs and classroom resources to high school students to inspire entrepreneurship and creativity. Fujitsu supports the management of their customer relationship management system as a part of ongoing partnership and sponsorship.

Fujitsu took part in Young Enterprise Entrepreneurs in Action weekend in 2022, where we were a corporate host and mentored a team of 6 rangatahi to create innovative solutions to problem challenges over an immersive and engaging weekend.

Through VPL, we have continued to be involved in the YES regional pitching judging panel, in which Fujitsu staff offer advice, support and feedback on the business ideas that rangatahi pitch and present.



TupuToa

After a successful SCI Fund grant from Fujitsu Limited, we were proud to strengthen our partnership with TupuToa by welcoming our first interns from the organisation for 12 weeks in the 2022–23 summer. Tupu (to flourish, thrive, grow) Toa (courage) offers programs to address the underrepresentation of Māori and Pasifika people in corporate leadership. The TupuToa interns gained a wide range of new skills, experiences, and knowledge, and an understanding of Fujitsu's various business units. To finish off their time at Fujitsu, they confidently presented an ideation project that explored how to engage Māori and Pasifika communities in the technology sector and encourage them to take up positions in digital transformation companies like Fujitsu.

Aakaansha Lal, who completed a Bachelor of Arts from Victoria University of Wellington, interned with the OoP. Robert Waru, who recently finished a Bachelor of Applied Management at Manukau Institute of Technology, applied his skills across the sales and finance teams. Aakaansha and Rob were wonderful additions to the team for the summer and we are looking forward to seeing where their careers take them!

Fujitsu has since received a second grant to host another 2 interns in the summer of 2023–24. The internships are part of a plan to build and engage a diverse talent pipeline as we work towards becoming an inclusive employer of choice for Māori and Pacific Peoples.

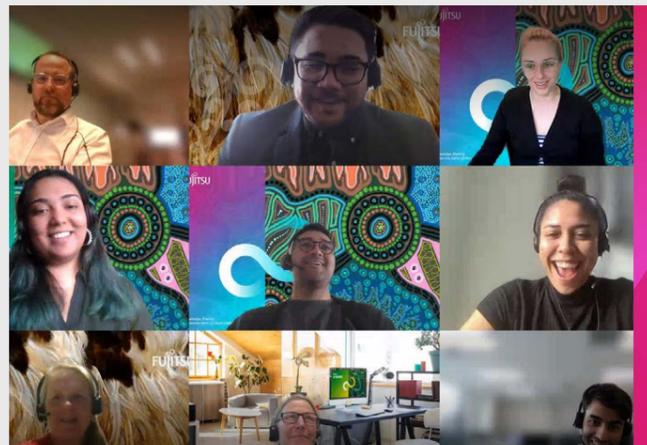


Image: Aakaansha Lal (middle row, left) and Robert Waru (top row, middle) presented to Fujitsu team members and Ihipera Happy (middle, right) from TupuToa.



In March 2023, Fujitsu Aotearoa was honoured to welcome Yambanga Yuindi, an Australian First Nations dance group, to the Tāmaki Makaurau (Auckland) office before their performance at Polyfest – the world's largest Polynesian festival. Yambanga Yuindi were the first Australian First Nations dance group to perform at Polyfest.

Ethical innovation and responsible operations

GLOBAL To ensure Fujitsu creates maximum societal value, our business must be built on strong ethical foundations and be well governed. This creates a safe and empowering environment where great people can thrive and the right ideas can flourish into meaningful change.

At Fujitsu we recognise our work is not without risk, and we take our role in society very seriously. Fujitsu invests heavily in [research and development](#) and is at the forefront of developing cutting edge technologies such as IoT, AI and quantum computing.

We believe safe, responsible operating practices and ethical innovation are essential to maintaining trust amidst growing concerns around ethical use of technology.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Ethical innovation

Purpose carving®

To help Fujitsu Group employees further connect with our Purpose, they participate in [Purpose Carving®](#). This program helps individuals to think about how their own purpose intersects with Fujitsu's, with 65,000 employees worldwide having completed the program as at July 2022. To complement Purpose Carving®, we launched a program of live-streamed events titled 'Fujitra Radio with Leaders', allowing employees to watch interviews with Fujitsu's executive leaders, thereby gaining insights into their individual purposes and thoughts on transformation. Embracing our purpose is key to our people acting with the right goals in mind, regardless of the role they fulfil for the company.

OCEANIA Purpose driven growth

In FANZ, we have been on a mission to build world-class capabilities to help customers with their DX journey by joining forces with those who have the skills and vision to make the world a better place. [Enable](#) and [InPhySec](#), both acquired by Fujitsu in FY22-23, champion safe and optimised use of data and information to maximise the sustainable business impact for our customers.

Purpose and values play a key role in the selection and due diligence of acquired partners. We are only interested in companies that share similar values and commitment to sustainability, social responsibility, and good governance. We have been extremely happy with how we work together with the new Fujitsu divisions, sharing knowledge and experiences, and engaging in purposeful ways.

GLOBAL Purpose-led co-creation

Purpose-led co-creation allows us to focus our expertise and collaborative efforts on meeting societal and environmental challenges. We work with partners, community organisations and subject matter experts from across our global business to co-create impactful approaches and solutions.

At Fujitsu, we work with a human-centred design approach, which means bringing together insights and emerging trends at both a macro and micro level, ensuring we are engaging a broad ecosystem of start-ups, research bodies and partner companies while leveraging global expertise on emerging technologies, such as AI, IoT, Blockchain and more.

Case studies



[Macquarie University to help patients with heart disease connect with others to improve mental health.](#)



[Teijin and Fujitsu agree to jointly develop blockchain-based commercial platform to promote sustainable use of recycled materials.](#)



[Fujitsu Australia and Iota announce a strategic agreement to transform sustainable water management through IoT solution, Lentic](#)

Engagement framework

Discover

Business operations, employee experience, or customer experience falling behind?



Prototype

Transform your ideas into something tangible using our collaborative design process



Implement

Begin building and implementing successful solutions when value has been proven



Co-create and curate

Undertake tailored innovation activities and create a business case for generated ideas and speed using our Digital Transformation Centre or Incubator Program

Proof of concept

Rapidly iterate and validate your idea in an agile real-world project - what's the result?



Ethical use of AI

Owing to the increasing levels of complexity and interconnectedness of the challenges society faces, and the growing volume, velocity and variety of data being collected in an attempt to solve them, AI is proving instrumental in reducing human error, improving overall efficiency, and increasing innovation in today's connected world. AI can analyse in an hour what would take people a lifetime, making it a strategic technology to tackle the most pressing of challenges.

However, we are not ignorant to the ethical problems that can arise from the use of AI such as harmful handling of privacy information, leading to discrimination. For example, unfairness in credit, recruitment exams, and insurance premiums can occur due to negative judgments caused by false recognition by AI. Such cases can undermine people's trust in AI. Therefore, at Fujitsu, transparency, fairness and accountability are priorities and the reason why 'ethics by design' is a core component of Fujitsu AI.

- We take an active role in AI ethics research and share our findings. The Fujitsu Research Center for AI Ethics has developed the Fairness by Design AI development method, in which nuances in cultures and business customs are considered from the design stage of AI development.
- We are a founding partner of the AI4People global forum that focuses on driving forward technological solutions that advance the UN's SDGs.
- To ensure the safe and secure deployment of AI in society, we have an [External Advisory Committee on AI Ethics in Japan](#). We have also implemented other internal governance mechanisms and diverse communities of practice to support Fujitsu's AI development to high ethical standards.

[Read more about Fujitsu's AI and its uses.](#)

[Read more about Fujitsu AI Ethics and access our free case book, practice guide and more.](#)



Responsible operations

Governance and compliance

Fujitsu globally has a rigorous corporate governance and internal control system. We have an established and well-adopted compliance framework and promote an organisational culture of ethical business conduct and compliance with the law. We are seeking to expand the delivery of our compliance training to select business partners.



Completion rates for our 5 online annual compliance courses for Australian and Aotearoa New Zealand employees:

Annual appropriate workplace behaviour training
97%
of employees completed

Workplace health and safety training
98%
of employees completed

Global compliance training
99%
of employees completed

Global Information Security Course
90%
of employees completed

Australian Privacy Principles
98%
of employees completed



Completion rates for our online annual compliance courses for ASEAN+I employees:

Global Compliance Training
100%
of employees completed

Global Information Security Course
100%
of employees completed



Respect for human rights

The Fujitsu Group aspires to be a company where, in both real-world and digital societies, consideration for human dignity is reflected in all our corporate activities and we constantly work to create human-centric value. Respect for human rights is a core value of the Fujitsu Way.

This year we have been busy refreshing our direction for human rights. In FY22-23 we:

- undertook an evaluation of the human rights impacts of Fujitsu's business activities with the cooperation of international non-profit organisation, Business for Social Responsibility
- updated our [Human Rights Statement](#), which now demonstrates a broader connection between our action and respect for human rights

- updated the goals that underpin our aspirations for FY23-25 to prevent and mitigate human rights risks throughout our value chain. These include:

- continuous human rights e-learning (staying at 90%+ completion rate)
- annual stakeholder dialogue
- working with our partners, customers, and NGOs to establish activities that enable human rights using Fujitsu's expertise or technology
- prevention and mitigation of human rights risks in the supply chain.

Responsible supply chain

The Fujitsu Group recognises that we form part of a much broader ecosystem. It is important to us that those we work with share our values, throughout our supply chain. Therefore, we attentively engage with our suppliers to:



protect human rights, through continued work on supply chain monitoring and due diligence



minimise environmental impacts through the goods and services we procure and encourage suppliers to decarbonise their operations



measure and increase the diversity of our supply chain.

For more on supply chain diversity, go to the [supplier diversity section](#).

Global supply chain and conflict minerals

Fujitsu has established a structure to ensure the ethics and transparency of procurement activities in the supply chain. Being a technology company, we support the responsible procurement of minerals that give rise to conflicts (conflict minerals), or minerals that are at high risk of being associated with forced labour or human rights violations (such as tantalum, tin, gold, tungsten and cobalt) through:

- being a Responsible Business Alliance (RBA) member since March 2017 and adopting the RBA Code of Conduct as the Fujitsu Corporate Social Responsibility Procurement Guideline
- being part of the Responsible Minerals Initiative (formerly CFSI), which is part of the JEITA working group on responsible minerals.

Modern slavery

Fujitsu Australia submits an annual Modern Slavery Statement to the Attorney General's Department pursuant to the Modern Slavery Act (Cth) 2018. Our Modern Slavery Committee remains committed to best practice and ongoing improvements to analyse and address modern slavery risks within our operations and particularly our supply chain.

This year we have:

- embedded our modern slavery risk assessment into our Supplier Assessment Questionnaire
- expanded our scope to include previously unassessed supply base, engaging some 700 suppliers in total with an annual spend of above AUD5,000.00 (lowered from AUD20,000.00)
- raised awareness of modern slavery within our supply chain by providing a modern slavery presentation together with the questionnaire
- updated a zero tolerance modern slavery clause within Fujitsu standard contracts templates
- categorised and assessed suppliers by geographic and industry risk
- remained open in working with suppliers to establish any required remediation processes
- continued to deliver and update our 3-year plan as outlined in our Modern Slavery Statement.

We also have strict policies on anti-bribery and corruption, conflicts of interest and privacy protection, including an anonymous whistle-blower portal and hotline.

Engage with us



GLOBAL Find out more

[Fujitsu Group Sustainability Data Book 2022](#)

[Fujitsu Group Integrated Report](#)

Work with us

Fujitsu is a diverse organisation always looking for passionate people with varied backgrounds and skills to help us achieve our purpose of making the world more sustainable by building trust in society through innovation. [Head to our careers page to view our current vacancies.](#)



OCEANIA Digital co-creation

If your business is interested in our digital co-creation capabilities, [book a co-creation session](#) to help solve your business challenges, or to discover more of our digital co-creation capabilities.

Purpose together

Do our purpose and values align with yours? [Reach out to the OoP team](#) to see if there is a way for us to collaborate.

Community partnerships

If you have a community partnership proposal for us to consider, that aligns with our strategy or purpose focus areas, [reach out to the OoP team](#).

Stay connected



APAC

- [Fujitsu APAC Youtube](#)
- [Fujitsu APAC Twitter](#)
- [Fujitsu APAC LinkedIn](#)



ASEAN+1

- [Fujitsu Asia Facebook](#)
- [Fujitsu Thailand Facebook](#)
- [Fujitsu Philippines Facebook](#)
- [Fujitsu Indonesia Facebook](#)
- [Fujitsu Indonesia Instagram](#)
- [Fujitsu Vietnam Facebook](#)



OCEANIA FANZ

- [Fujitsu Australia and New Zealand Facebook](#)
- [Fujitsu Oceania Instagram](#)

**Fujitsu Asia Pte Ltd**

Nexus @ one north
1 Fusionopolis Link,
#04-01
Singapore
138542
fujitsu.com/sg/

Fujitsu Australia

118 Talavera Rd
Macquarie Park, Sydney NSW 2113
fujitsu.com/au/

**Fujitsu Solutions India
Private Limited**

WeWork- Galaxy,
43, Residency Road, Ashok
Nagar, Shanthala Nagar,
Bangalore - 560025
E-mail: fsjplinfo@fujitsu.com

PT. Fujitsu Indonesia

Wisma Keiai 10th Floor Jl.
Jend. Sudirman Kav 3
Jakarta 10220
Indonesia
fujitsu.com/id/

Fujitsu (Malaysia) Sdn Bhd

Bangunan Emerio Cyberjaya
Level 3, (Kagayaki Building)
Lingkar Teknokrat 3 Barat
63000 Cyberjaya
Selangor Darul Ehsan
Malaysia
fujitsu.com/my

Fujitsu New Zealand

Level 3, 40 Bowen Street
Pipitea, Wellington 6011
fujitsu.com/nz/

Fujitsu Philippines, Inc.

12th Floor, NEX Tower,
6786 Ayala Avenue,
Legaspi Village, Makati
City, 1223, Philippines
fujitsu.com/ph

Fujitsu (Thailand) Co., Ltd.

23 flr. Exchange Tower 388
Sukhumvit Road, Klongtoey,
Bangkok 10110 Thailand
fujitsu.com/th/en

Fujitsu Vietnam Limited

Unit 01-05, 17th Floor, Keangnam
Hanoi Landmark Tower,
Lot E6, Cau Giay New Urban Area,
Me Tri Ward, Tu Liem District,
Hanoi, Vietnam
fujitsu.com/vn/en/