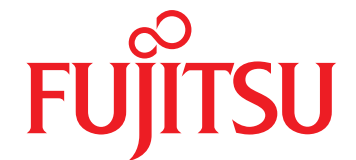




# Australia and New Zealand Responsible Business Report

2017 – 2018







# Executive summary

I am pleased to present the first Responsible Business Report for Fujitsu Australia and New Zealand. It is an exciting step in being transparent about our business activities, more accountable for our performance, and more engaged with customers, employees, partners, and society.

It represents the start of an ongoing conversation with our stakeholders about what we do and how we do it. Our vision is to create a prosperous, sustainable future, and we have made it our global mission to help create a 'human-centric society'. That is, to harness the power of information and communication technology (ICT) innovations and solutions to benefit society as a whole.

To Fujitsu Australia and New Zealand, being a responsible business means investing in a diverse, safe, and engaged workforce, adding value to the communities in which we work, ensuring high ethical standards in our value chain, and being a leader in sustainability. As one of the largest ICT companies in the region, we have a big role to play.

## Leading in environmental sustainability

In 2008, we set rigorous sustainability targets to achieve by 2020. We've made large strides in creating energy-efficient data centres and reducing our carbon dioxide equivalent (CO2e) emissions from our offices and from business travel. Fujitsu is the only data centre provider to have the entire portfolio NABERS rated. Our data centres are 33 per cent more efficient than the industry average, creating both economic and environmental value for our customers.

In 2017, Fujitsu President Tatsuya Tanaka launched the Fujitsu 2050 Climate and Energy Vision, outlining Fujitsu's global commitment to creating a prosperous, low-carbon future with our customers, and to being a net carbon zero business by 2050. Furthermore, we procure renewable energy for our New Zealand operations, but we have a way to go to meet our renewable 2020 target of 20 per cent for the entire region.

Fujitsu is conscious of the environmental impacts of our products throughout the lifecycle, from design through to end of life. This year, we recycled more than 380,000kg of eWaste, the region's fastest growing waste stream. Our Smart eWaste bin, which uses the Internet of Things (IoT) and process automation technology to simplify the collection of eWaste from our customers, shows both our innovative technology and our leadership in ICT sustainability.

## Our commitments to our community

Fujitsu is dedicated to playing an active role in the community, and is proud to celebrate its partnerships with Camp Quality and Soldier On. By contributing time, money, and skill, we support the important programs and services they deliver today. Through our work with the Young Enterprise Trust in New Zealand, we encourage a brighter future of work by nurturing entrepreneurial young talent.

We also continue to support and progress digital inclusion, with projects such as Eddie's Fresh Food store for St Edmund's College and the Bawurra Foundation's Indigenous digital learning libraries.

## Pressing for progress on diversity and inclusion

We are committed to developing a diverse and enabled workforce from the widest talent pools. Last year we recruited 45 new graduates and increasing to 80 next year. Like the ICT industry as a whole, we at Fujitsu know we have a gender imbalance and not only need to recruit more women, but support the pipeline of women entering the industry by supporting STEM pathways. I'm proud to be a Male Champion of Change, and of the changes Fujitsu has made this year to support our goal of being a more inclusive employer.

The launch of Fujitsu's first Reconciliation Action Plan (RAP) in February this year at our head office in Sydney was an opportunity for us to reflect on our ability to contribute to a more reconciled, equitable, and prosperous Australia. This launch was an event of great pride and significance for our employees, and I look forward to continued progress.

## Improving wellbeing for our people

We're working on a plan to make wellbeing a priority. We have rolled out agile working across most of the region, bringing a host of wellbeing improvements for staff as well as improving collaboration. Importantly, Fujitsu is also increasing mental health awareness, preparing training for all our people managers beginning in the latter half of 2018.

## Working with our value chain

Our suppliers and partners are important to our business. We have made our first commitments to increasing procurement from Indigenous-owned businesses, and are members of Supply Nation. Globally, Fujitsu Group has upgraded its responsible procurement code of conduct and policies on conflict minerals. This year, we engaged our largest suppliers in compliance practices and we're preparing for the much-anticipated Modern Slavery Act in Australia.

## Delivering for customers

We strive to create a responsible and sustainable organisation and to work with our customers to help them through digital co-creation. From smart cities to biodiversity protection, co-creation is how Fujitsu will partner with customers to deliver value to them and to society as a whole.

Fujitsu is committed to help deliver on the UN Sustainable Development Goals. We believe that digital co-creation is the fastest, most effective route to innovation and growth that will help to meet these common global targets.

During this reporting period, our responsible business efforts were recognised as an ABA100 Winner of the Australian Business Award for Sustainability and ABA100 Winner of the Australian Business Award for Eco-Innovation (2017) awards. Our report, SMARTer2030: The Australian Opportunity for ICT-Enabled Emissions Reductions, was a finalist at the 2017 Banksia Awards. At a global level, Fujitsu was again included on the Dow Jones Sustainability Indices (World, Asia Pacific) and received an A Grade from the Carbon Disclosure Project (CDP) in relation to both carbon and water sustainability.

This report reflects our efforts to run our business responsibly to address the pressing social, environmental, and economic issues we face as a society. It shows the milestones we have achieved and the details of our journey to date, while acknowledging the challenges we still face in some areas.

Thank you for taking the time to read this report and learn more about Fujitsu. We welcome your feedback and comments.



**Mike Foster**  
CEO



### Highlights:

NABERS-rated data centres

Smart bins for eWaste

Agile and enabled workforce

Reconciliation Action Plan

Two-year charity partnership with Camp Quality

Support of veterans through Solider On

### Future challenges:

Renewable Energy

Gender balance of the workforce

Wellbeing initiatives for employees

Setting targets across all of the responsible business pillars





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