

## Policy Statement

As part of the global Fujitsu Group, Fujitsu in Europe (hereinafter referred to as “Fujitsu Europe”) is committed to safeguarding the occupational health and safety of its workers and working partners. In addition, embracing the Sustainable Development Goals is recognized as a priority consideration for the business and for the communities in which the business operates.

We believe that we all should have a personal and collective responsibility to maintain a healthy, safe, and accessible workplace and to promote safe working practices.

## Our Aim

- To create a culture which is intolerant of accidents, incidents, and poor safety performance
- Ensure safety is a core business value
- Make safety important and personal in order to influence people’s decisions and behaviours
- Eliminate all preventable illnesses, injuries, and business losses due to unplanned events throughout our operations and premises

## Core Values and Goals of our Occupational Health and Safety Master Policy

- To manage the effective identification, measurement and control of risk and ensure this is at the centre of our management of occupational health and safety activities
- To comply with, and where practicable, exceed the requirements set by existing occupational health and safety country legislative requirements and to plan for future compliance
- To monitor, evaluate and continuously improve our performance in occupational health and safety
- To provide and maintain a safe and healthy working environment for workers and the wider community in which they interact
- Promote a business culture that gives a high priority to the occupational health and safety of workers and is committed to the prevention of injury and ill health
- Manage occupational health, safety, and psychological risks actively, effectively through consultation and participation with workers, and where they exist, workers representatives, to promote positive attitudes, which identify and reduce risks in order to safeguard occupational health and safety
- To provide a common framework for occupational health and safety management at all levels within Fujitsu, which adopts and supports best practice
- To allocate appropriate resources to ensure the effective implementation of this policy
- Provide workers with occupational health and safety support through professionally resourced occupational health, safety, and worker support services

These aims, values and goals will only be achieved through leadership, responsible management, commitment, consultation, and participation with workers, and where they exist, workers representatives and ownership of these activities by us all.

To achieve these aims and values Fujitsu Europe operates an Occupational Health and Safety Management System which are subject to external verification to demonstrate compliance with the international standard ISO 45001.

This Master Policy will be supported by OHSMS-002-Management Strategy, subsidiary Sub Policies, processes and procedures as required to meet Fujitsu’s Global Business Standards, Country legislative

requirements, industry best practice and guidance, to reduce risks and promote a positive occupational health and safety culture at Company, Region, Country, Business Unit, and contract or site level.

Fujitsu will seek to ensure that it is working partners, and any joint ventures or consortia in which it is engaged, have the required management systems in place to achieve high standards of occupational health and safety performance.

## Scope

This Policy applies to Fujitsu operations. This means that all Workers, Contract Service Providers, Working Partners, and businesses carried out by Fujitsu Services Holdings PLC, Fujitsu Technology Solutions (Holding) BV and their subsidiaries, whether they are incorporated within the Fujitsu Europe region or not, and any other company or organization that is managed by the Head of Europe and by Head of Platform Business, except to the extent, if any, stated under Exemptions below, shall comply with it.

### [Legal Entities](#)