

Approach to Human Rights and Work Practices

In all of our corporate activities, we consider the spirit of respect for human rights to be fundamental. Based on this stance, we promote both human rights enlightenment activities and the creation of a work environment that will satisfy our employees.

Efforts Promoting Respect for Human Rights

The shared principles articulated in the Code of Conduct of Fujitsu Way are guidelines for each employee to comply with in conducting daily business operations. Prime among them is "We respect human rights," a principle that underpins all our corporate and individual activities and disciplines the actions of every member of the Group.

In 2006, we stipulated policies for human rights in employment and clarified our Group stance of taking a consistent global approach. We continue to work for equal employment opportunities, respect for human rights, elimination of discrimination, and the abolishment of forced labor and child labor. While we publish these policies on our website, we take every chance for education or enlightenment that will promote understanding and penetration of these policies.

We will, in accordance with our commitment to the UN Global Compact in 2009, continue to move forward with management that places a high priority on human rights.

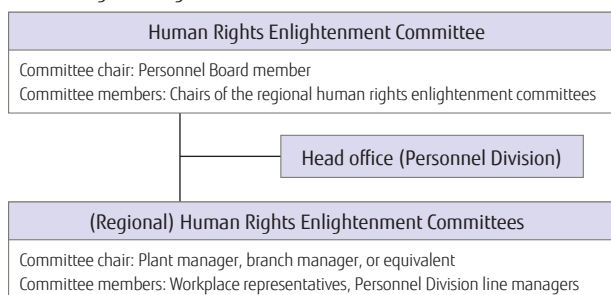
WEB FUJITSU Guiding Principles of Respect for Human Rights in Employment
<http://www.fujitsu.com/global/about/responsibility/society/employees/humanrights/>

Promoting Human Rights Enlightenment

In the Fujitsu Group, we implement activities to promote human rights awareness through Human Rights Enlightenment Committees. In FY 2010, to strengthen our efforts based on the actual situations in the workplace, we changed our regional human rights enlightenment committees into a new structure in which they are mainly managed by regional workplace representatives. Through this change, the Human Rights Enlightenment Committee stipulates company-wide critical themes for the fiscal year reflecting the workplace situations summarized by the regional committees. The members of these committees aim to instill their themes throughout all divisions and workplaces.

The main activities of the Human Rights Enlightenment Committee consist of taking up a variety of human rights issues, such as discrimination and harassment in the workplace, and implementing human rights enlightenment training for specific hierarchies or for all employees. Furthermore, every year in conjunction with Human Rights Week (in December), we work towards fostering an environment in which everyone – employees and their families – can discuss human rights in the workplace and at home by, for example, putting up posters on preventing sexual harassment, inviting employees to come up with slogans on human rights promotion and rewarding them, and distributing human rights promotional leaflets.

Human Rights Enlightenment Structure



To carry out these human rights enlightenment activities effectively, we also implement compulsory training every year for line managers in the personnel division, which is the promotional division for this effort, and strive to maintain their knowledge and skills as promoters of human rights enlightenment.

To handle requests for consultations from employees, we have established the internal Human Rights Consultation Service and we hold periodic compulsory training sessions so that the service personnel can respond appropriately.

Striving to Provide Equal Opportunity in Employment and Advancement

Equal Opportunity in Employment, Evaluation/Treatment, and Promotion of Managers

Together with our employment policy of not discriminating by education, age, gender or other factors, we offer opportunities for promotion once someone has reached a stage commensurate with general competence and performance. We are also strengthening our multifaceted efforts to increase equality of opportunity, including the introduction of a rehiring system for those who leave Fujitsu to raise children or care for infirm or elderly family members, and the proactive promotion of women employees to management positions.

- The percentage of managers at major overseas sites (with some 37,000 employees) is 14.3% (most of whom are hired locally), and of those managers, 19.6% are women.
- In FY 2010, the average length of employment was 19.0 years for men and 16.7 years for women.

Communication with Employees

Labor Relations

Based on labor-management agreements with the Fujitsu Labor Union, Fujitsu holds discussions about various employment conditions and explains management policies and business conditions to its employees through regular and ad hoc meetings such as the Labor Council or Productivity Council. Furthermore, the collective bargaining rights of the union are stipulated in those labor agreements.

Note that since Fujitsu adopts a union shop system, all ordinary employees are members of the Fujitsu Labor Union.

In Europe, starting in 2000, the European management attends the Employee Representatives' meeting every year, and shares the overall financial conditions of the Fujitsu Group and other issues with them.

Employee Satisfaction Survey

To gauge the dynamism of an organization and assess the level of employees' satisfaction therein, we have taken a multi-faceted employee satisfaction survey every year since 2004.

In FY 2010, we surveyed some 65,000 employees including those at Group companies. We maintain a high response rate in this survey and achieved 86% this year, and have confirmed that the degree of overall satisfaction increases every year. (The percentage proud to work at Fujitsu was 79.3% in FY 2010.) However, if we look at responses by

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organization or by hierarchical level, there are differences in satisfaction trends and the issues to be faced vary. Therefore, we feed back the results to each organization after we categorize them, and encourage individual organizations to improve their employees' satisfaction level.

At the same time, we analyze the relationship between employee satisfaction and Company measures and policies so we can improve employee satisfaction throughout the Company. In FY 2010, we added two survey items; "Brand promise penetration (shaping tomorrow with you)" and "diversity promotion," which are company-wide efforts, and analyzed the results, which we will be using. By adding necessary survey items like this, we plan to review our company policies, such as the personnel system, from the standpoint of improving employee satisfaction.

In April 2011, we held a company-wide event, the ES (Employee Survey) Forum, to share practical examples of the employee satisfaction improvement in individual organizations along with knowledge of how leadership should function. Furthermore, from time to time we publish messages from Fujitsu's president on employee satisfaction. Through these efforts, Fujitsu is striving to increase awareness of improving employee satisfaction at all levels, from management to the individual employee.

Thus, Fujitsu is targeting improved employee satisfaction from the standpoints of both individual divisions and the company as a whole based on this employee satisfaction survey.

Group Efforts in Overseas Businesses

In April 2010, we took an employee engagement survey of overseas business group managers (some 1,000 persons, in both Japan and overseas). This survey was intended to create work environments that make it both pleasant and worthwhile for employees to work. It focused on the degree of employee proactive commitment (or engagement) to the organization or management and to identify the elements involved in that commitment.

Employees who are highly engaged are proud to be working and make every possible effort for colleagues and customers. Generally, it is thought that in companies where the employees have a high level of engagement, employees work harder than is required and achieve superior business results, productivity, and customer satisfaction.

In response to questions related to engagement, such as "Do you feel motivated to go beyond your formal job responsibilities?" on average 65% of employees in the overseas group responded positively (whereas 23% responded "cannot say" and 12% said "no"). Since results vary and individual elements directly related to engagement differ between groups, each organization creates and implements its own action plan. We evaluated the progress of these action plans continuously over a one-year period to assist us in improving employee engagement in all organizations within the Group.

Results from the recent survey carried out in April 2011 began to come in from June. This year, the survey was a large-scale effort that extended beyond management to all employees and was intended to clarify even further the state of engagement across the whole overseas business group. Furthermore, we are incorporating the engagement index in the evaluation of top management of the Group and thus managements are now evaluated based on the results of the engagement survey for their own organization.

TOPICS

Workshop Held on Creating an Even Better Labor Environment in China

In China, the labor environment is improving rapidly, first with the enactment of the labor contract act and labor dispute mediation and conciliation act in 2008, then with the publication of the Social Insurance Law in 2010, and now with the moves in 2011 towards making collective bargaining for wages mandatory. At the same time, workers are increasingly aware of their rights.

In this context, the Fujitsu Group in China is striving to create good labor-management relations by making thoroughgoing compliance efforts and providing even better working conditions and environments. As part of this effort, once every six months we hold a workshop at which we assemble personnel managers to share knowledge and create synergy between workplaces. At these workshops, we analyze labor-management relations from a variety of viewpoints through discussions on a various topics with third parties such as specialists from outside Fujitsu or personnel managers from other countries and contribute to implementing concrete measures in each company.

Health Management and Occupational Safety and Health

Support for Health Management and Maintenance

At the Fujitsu Health Promotion Division, we work to protect and maintain the health of Group employees and their families with the goal of creating a culture and environment in which employees can work in safety and with a sense of well-being.

● From treatment to prevention and health promotion

Fujitsu is working to provide its health management activities not only to those who need treatment but also to our healthy employees. For example, as part of our promotion of preventive care, our health insurance union provides financial assistance for breast cancer screening and brain and lung checkups. Furthermore, we have adopted the latest CT and MRI equipment at the Fujitsu Clinics and are promoting checkups and providing opportunities for medical tests as a company.

● Health support activities

At each Fujitsu business location we have established a health promotion center or a health care center, which is responsible for health consultations and providing counseling for those in need of mental health care.

Our health support policies extend to the family members of our employees and our company-sponsored health checkups are made available to retired employees as well. These activities target not only individuals, but also operation at the organizational level to improve productivity.

Efforts to Improve Work Health and Safety

We establish at each business site in Japan a joint management and labor committee that works to improve workplace health and safety. We also perform workplace inspection tours to check for dangerous locations, improve safety, and perform risk assessments.

We promote health and safety education and training that matches the characteristics of each workplace to create a workplace environment in which all our employees can work confidently in safety and comfort.