

The Fujitsu Group (hereinafter Fujitsu) is committed to respecting the human rights of all stakeholders related to business operations, products and services. We demonstrate respect in accordance with the Fujitsu Way comprised of 'Our Purpose' which indicates why Fujitsu exists in society, 'Our Values' which are the important sense of value each person should have, and our 'Code of Conduct' which is what we should comply with. "We respect human rights" is an express action within our Code of Conduct.

## 1 Upholding international standards

Fujitsu upholds international human rights standards, especially:

- the Universal Declaration of Human Rights (UDHR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- International Covenant on Civil and Political Rights (ICCPR)
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- the 10 Principles of the United Nations Global Compact
- the International Labour Organization's (ILO's) Fundamental Conventions
- the Organisation for Economic Cooperation and Development's (OECD's) Guidelines for Multinational Enterprises
- Convention on the Rights of the Child
- United Nations LGBTI Standards of Conduct for Business
- Convention on the Rights of Persons with Disabilities

## 2 Scope

This statement applies to all Fujitsu business activities.

All officers and employees, including executives, permanent staff and contract staff, shall know, understand, and comply with the provisions contained in this statement. In addition, Fujitsu will continue to encourage all stakeholders related to Fujitsu's business, including customers, suppliers, business partners (including third parties with which Fujitsu collaborates or invests, agents, brokers, subcontractors), and local communities to support this statement and work together to promote respect for human rights.

## 3 Commitment to respect for Human Rights

Fujitsu recognizes that its business activities may impact human rights. As such Fujitsu commits to respecting the human rights of all stakeholders in its business activities.

### 3.1 Respect for Human Rights of employees

Fujitsu respects the rights of all officers and employees in accordance with ILO Declaration on Fundamental Principles and Rights at Work.

- Fujitsu provides equal and fair opportunities in the treatment of people, including in relation to employment, training, promotion, and compensation.
- Fujitsu prohibits any kind of discrimination on the basis of race, color, religion, creed, sex, social status, lineage, physical or mental abilities, sexual orientation or gender identity, national origin, age, and other factors unrelated to legitimate business interests.
- Fujitsu prohibits forced labor, child labor, and human trafficking.
- Fujitsu takes into account the safety and health of its employees and promotes labor practices that include securing minimum wages and the management of appropriate working hours.
- Fujitsu upholds freedom of association and the right to collective bargaining.
- Fujitsu has zero tolerance of harassment, bullying and discrimination and works to prevent any form of harassment including, but not limited to sexual harassment, abuse of authority or harassment related to pregnancy, childbirth, childcare or nursing care.

### 3.2 Respect for Human Rights in the supply chain

Fujitsu requires all suppliers to uphold this statement; prohibit human trafficking, forced labor, child labor and discrimination; uphold freedom of association and the right to collective bargaining and promote equal remuneration.

Fujitsu has adopted the Responsible Business Alliance (RBA) Code of Conduct as the "Fujitsu Group CSR Procurement Guideline," and works with suppliers to promote initiatives that respect human rights in the supply chain.

Fujitsu Group CSR Procurement Guideline (RBA Code of Conduct)

<https://www.responsiblebusiness.org/code-of-conduct/>

### 3.3 Respect for Human Rights of customers and end uses related to products and services

Fujitsu engages with stakeholders to deepen understanding of and mitigate potential adverse impacts on various human rights issues involved in advanced technology, such as data security, privacy protection and AI ethics, in furtherance of our responsibilities as an ICT developer and provider.

Fujitsu leverages the benefit of ICT to have a positive impact on human rights, while also recognizing the potential for adverse impacts in a rapidly changing environment. In particular, AI (Artificial Intelligence) which utilizes machine learning technology has become increasingly popular in recent years. Although AI offers advantages, it is understood that there are risks of unintended consequences including human rights issues such as discrimination and unfairness. As a result, Fujitsu works to maintain and ensure "trust" in AI, in accordance with the "Fujitsu Group AI Commitment" AI ethics principle, while building a practical governance structure for AI ethics.

### 3.4 Commitment to other stakeholders and Human Rights issues

**Human rights defenders:** Fujitsu does not support violence, intimidation, retaliation, discrimination, pressure or other arbitrary acts against human rights defenders. Human rights defenders are individuals or groups who act to promote, protect or strive for the protection and realization of human rights and fundamental freedoms through peaceful means.

**Children:** Fujitsu upholds “United Nations Convention on the Rights of the Child” and is committed to the prevention of human rights violations of children in business activities and to the promotion of respect for children’s human rights.

**Indigenous peoples:** Fujitsu recognizes the unique cultures and history of Indigenous peoples, and respects and abides by the rights of all Indigenous peoples. We will also act in accordance with the laws of the countries and regions in which we do business and by international agreements. We also engage in dialogue with relevant stakeholders to ensure that, where possible, we uphold Indigenous people’s enjoyment of all human rights.

**Mitigation and adaptation to climate change:** Abnormal weather events caused by climate change (droughts, wildfires, etc.) are causing famine, population displacements, and other serious impacts on people’s lives. Fujitsu recognizes that vulnerable populations are most exposed to the risks that accompany these changes. In response, we have established the “Fujitsu Climate and Energy Vision” and are implementing concrete initiatives through our Environmental Action Plan to achieve this vision.

## 4 Approach to respecting Human Rights

### 4.1 Compliance with applicable laws and regulations

Fujitsu is committed to complying with local laws and regulations protecting human rights in our activities. Where local laws and regulations are not fully consistent with the principles of internationally recognized human rights, we should comply with local regulations but also actively explore ways to respect international standards.

### 4.2 Human Rights Due Diligence

Fujitsu will continuously conduct human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights.

#### 4.2.1 Human Rights impact assessment

Fujitsu conducts regular human rights impact assessments, incorporating external input, to objectively identify the actual and potential human rights impacts. We prioritize identified human rights risks and seek prevention and mitigation of the most severe risks and also those risks that will become irremediable if the response is delayed.

#### 4.2.2 Approach to preventing and mitigating adverse impacts

In the event that Fujitsu’s business activities are found to cause or contribute to an adverse impact on human rights, we will work on appropriate corrective processes in cooperation with stakeholders when necessary. In cases where a business partner causes or contributes to an adverse negative impact or risk, while taking into account the seriousness of the impact on human rights and the nature of the business relationship, we will strive to exercise appropriate influence, and request prevention, suspension, mitigation and correction.

### 4.2.3 Tracking the effectiveness of actions

To confirm the effectiveness of measures to prevent and mitigate adverse impacts on human rights, Fujitsu continuously conducts follow-up surveys on the implementation status of such measures.

### 4.2.4 Information disclosure

Fujitsu regularly reviews and updates the progress of our efforts, and periodically communicates the results through our website, various reports and other communication tools.

## 4.3 Remedy

Fujitsu commits to refer to international standards, will implement remedies and initiate appropriate measures to secure correction, and take steps to prevent any recurrence where Fujitsu has potentially caused or contributed to human rights harm. We strictly prohibit the adverse treatment of individual or group whistleblowers.

## 4.4 Education and internal and external dialogue

Fujitsu conducts regular awareness-raising activities for employees regarding the Group's responsibility to respect human rights. We continuously conduct comprehensive human rights education for all employees, as well as human rights training that considers specific issues in each region. In addition, regarding the initiatives detailed in this statement, we leverage independent external human rights expertise and engage in dialogue and consultation with stakeholders.

# 5 Governance

To implement this statement, the Sustainability Management Committee, chaired by Fujitsu's CEO, meets every six months to check on the progress of activities in the human rights area and to confirm if we are on track to meet our targets. The committee also discusses new activities and considers non-financial indicators, and the outcomes are reported to Executive Management Council and the Board of Directors. Specific to Human Rights, Diversity, Equity and Inclusion activities, which are important issues for Global Responsible Business (GRB) <sup>\*1</sup>, we promote initiatives on a global basis by establishing regular meetings with human rights officers in each region.

\*1 Global Responsible Business

<https://www.fujitsu.com/global/about/csr/vision/policy/>

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Fujitsu Limited

CEO

Takahito Tokita

