

GRI Guideline Comparison Table (Fujitsu Group Sustainability Report 2012)

1. Strategy and Analysis

Strategy and Analysis

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	6.2	<ul style="list-style-type: none"> • Message from Management 	-
1.2	Description of key impacts, risks, and opportunities.	6.2	<ul style="list-style-type: none"> • Special Feature: "Smart Cities" • Providing New Values Through ICT • Increasing ICT Accessibility • Providing Reliable and Secure ICT Infrastructure • Risk Management: "Business Risks" • Environmental Management at the Fujitsu Group 	-

2. Organizational Profile

Organizational Profile

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
2.1	Name of the organization.	-	<ul style="list-style-type: none"> • Fujitsu Group Profile "Parent Company" [325.98KB] 	-
2.2	Primary brands, products, and/or services.	-	<ul style="list-style-type: none"> • Fujitsu Group Profile "Regarding Our Business Segments" [325.98KB] 	-
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	6.2	<ul style="list-style-type: none"> • Fujitsu Group Profile "Main Consolidated Subsidiaries" [325.98KB] • Editorial Policy "Organizations Covered" [109.69KB] <p>[Reference] Organization</p>	-
2.4	Location of organization's headquarters.	-	<ul style="list-style-type: none"> • Fujitsu Group Profile "Addresses" [325.98KB] 	-
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	-	<ul style="list-style-type: none"> • Special Feature: "Smart Cities" • Providing New Values Through ICT • Increasing ICT Accessibility • Providing Reliable and Secure ICT Infrastructure • Fujitsu Group Profile "Global Business System" [325.98KB] 	-
2.6	Nature of ownership and legal form.	-	<ul style="list-style-type: none"> • Corporate Governance "Corporate Governance Framework" • Fujitsu Group Profile "Parent Company" [325.98KB] <p>[Reference] Worldwide</p>	-
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	-	<ul style="list-style-type: none"> • Fujitsu Group Profile "Main Business Activities," "Sales by Region," and "Consolidated Net Sales by Business Segment" [325.98KB] 	-
2.8	Scale of the reporting organization. <ul style="list-style-type: none"> • Number of employees; • Number of operations; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided. 	-	<ul style="list-style-type: none"> • Fujitsu Group Profile "Sales," "Capital," "Total Assets," "Employees" and "Business Segments" [325.98KB] <p>[Reference] Fujitsu at a Glance</p>	-
2.9	Significant changes during the reporting period regarding size, structure, or ownership. <ul style="list-style-type: none"> • The location of, or changes in operations, including facility openings, closings, and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations). 	-	<ul style="list-style-type: none"> • Editorial Policy "Significant Changes in Coverage" [109.69KB] 	-

2.10	Awards received in the reporting period.	-	<ul style="list-style-type: none"> • Socially Responsible Investment (SRI) • Increasing ICT Accessibility "Fujitsu Group's Universal Design (UD)" • Environmental Management (Banksia Environmental Award Won by Fujitsu Australia and New Zealand) • List of External Awards and External Evaluations 	-
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3. Report Parameters

Report Parameters

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
Profile of Report				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	-	<ul style="list-style-type: none"> • Editorial Policy "Reporting Period" [109.69KB] 	-
3.2	Date of most recent previous report (if any).	-	<ul style="list-style-type: none"> • Editorial Policy "Publisher" [109.69KB] 	-
3.3	Reporting cycle (annual, biennial, etc.).	-	<ul style="list-style-type: none"> • Editorial Policy "Publisher" [109.69KB] 	-
3.4	Contact point for questions regarding the report or its contents.	-	<ul style="list-style-type: none"> • Editorial Policy [109.69KB] 	-
Scope and Boundary of Report				
3.5	Process for defining report content. <ul style="list-style-type: none"> • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. 	-	<ul style="list-style-type: none"> • CSR Policy • Editorial Policy "Reporting According to Fujitsu Group CSR Policy" [109.69KB] 	-
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	-	<ul style="list-style-type: none"> • Editorial Policy "Organizations Covered" [109.69KB] 	-
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	-	<ul style="list-style-type: none"> • Editorial Policy "Organizations Covered" [109.69KB] 	-
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	-	<ul style="list-style-type: none"> • Editorial Policy "Organizations Covered," "Significant Changes in Coverage" [109.69KB] 	-
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	-	<ul style="list-style-type: none"> • Editorial Policy "Guidelines Referred" [109.69KB] • Operating Activities and Environmental Burden 	-
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	-	<ul style="list-style-type: none"> • Editorial Policy "Reporting System" [109.69KB] 	-
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	-	<ul style="list-style-type: none"> • Editorial Policy "Organizations Covered," "Significant Changes in Coverage" [109.69KB] 	-

GRI Content Index				
3.12	Table identifying the location of the Standard Disclosures in the report.	-	<ul style="list-style-type: none"> FUJITSU GRI Sustainability Reporting Guidelines Comparison Tables [183KB] 	-
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	7.5.3	<ul style="list-style-type: none"> Independent Assurance Report "Ensuring the Reliability of Information Disclosure" [159.69KB] 	-

4. Governance, Commitments, and Engagement

Governance, Commitments, and Engagement

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	6.2	<ul style="list-style-type: none"> • Corporate Governance "Corporate Governance Framework" 	1-10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	6.2	<ul style="list-style-type: none"> • Corporate Governance "Corporate Governance Framework" 	
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	6.2	<ul style="list-style-type: none"> • Corporate Governance "Corporate Governance Framework" • Fujitsu Group Profile "Number of Directors" [325.98KB] <p>[Reference] Management</p>	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	6.2	<ul style="list-style-type: none"> • For Our Shareholders and Investors "Communicating with Shareholders and Investors" • Corporate Governance "Corporate Governance Framework" • Compliance "Helpline" 	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	6.2	<ul style="list-style-type: none"> • Corporate Governance "The Framework for Strengthening Corporate Governance" 	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	6.2	<ul style="list-style-type: none"> • Corporate Governance "The Framework for Strengthening Corporate Governance" 	
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	6.2	<ul style="list-style-type: none"> • Corporate Governance "The Framework for Strengthening Corporate Governance" 	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	6.2	<ul style="list-style-type: none"> • Our Corporate Philosophy "FUJITSU Way" • CSR Policy • Environmental Management at the Fujitsu Group • Targets and Results for the Fujitsu Group Environmental Protection Program (Stage VI) 	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	6.2	<ul style="list-style-type: none"> • United Nations Global Compact • Corporate Governance "Corporate Governance Framework" • Risk Management "Business Risks" • Environmental Management 	

4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	6.2	<ul style="list-style-type: none"> • CSR Activity Targets and Achievements • Corporate Governance "The Framework for Strengthening Corporate Governance" • Environmental Management 	1-10
Commitments to External Initiatives				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	6.2	<ul style="list-style-type: none"> • Activities to Disseminate the Fujitsu Way • United Nations Global Compact • CSR Policy "CSR Activities Utilizing ISO 26000" • Risk Management "Business Risks" <p>[Reference] Fujitsu Group Environmental Policy</p>	1-10
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	6.2	<ul style="list-style-type: none"> • United Nations Global Compact • CSR Policy "CSR Activities Utilizing ISO 26000" • Conservation of Biodiversity • Cooperation with External Organizations 	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	6.2	<ul style="list-style-type: none"> • Governments & Industry Groups (Public Policy) • Conservation of Biodiversity • Cooperation with External Organizations • Reducing Specific Chemical Substances in Products 	-
Stakeholders Engagement				
4.14	List of stakeholder groups engaged by the organization. Examples of stakeholder groups are: <ul style="list-style-type: none"> • Civil society; • Customers; • Employees, other workers, and their trade unions; • Local communities; • Shareholders and providers of capital; and • Suppliers. 		<ul style="list-style-type: none"> • Our Approach to CSR "The Fujitsu Group's Stakeholders" 	-
4.15	Basis for identification and selection of stakeholders with whom to engage.		<ul style="list-style-type: none"> • Our Approach to CSR "The Fujitsu Group's Stakeholders" • Stakeholder Dialogue 	-

4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	6.2	<ul style="list-style-type: none"> • Providing New Values Through ICT • Increasing ICT Accessibility • Providing Reliable and Secure ICT Infrastructure • Conservation of Biodiversity • Environmental and Social Contribution Activities • In-House Education and Enlightenment Activities • Communicating with Stakeholders • Diversity and Inclusion • Efforts Promoting Respect for Human Rights • Creating Good Working Conditions • Occupational Health and Safety and Health Management • Human Resources Development • Stakeholder Dialogue • For Our Customers • Quality Initiatives • With Our Suppliers • For Our Shareholders and Investors • Governments & Industry Groups (Public Policy) Approach to Social Contribution Activities • Promoting Learning & Education, Cultural and Sponsorship Activities • Contributing to Society through Sports • International Support and Disaster-relief Activities • Example Activities in Japan and Overseas 	1-10
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	6.2	<ul style="list-style-type: none"> • Communicating and Collaborating with Stakeholders • Communicating with Stakeholders • For Our Customers "To Increase Customer Satisfaction" 	-

5. Management Approach and Performance Indicators

Economic

Management Approach and Performance Indicators: Economic

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
	Disclosure on Management Approach	6.2 6.8	<ul style="list-style-type: none"> • Our Corporate Philosophy "FUJITSU Way" • CSR Policy • Editorial Policy "Annual Report" [109.69KB] 	-
Economic Performance				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	6.8 6.8.3 6.8.7 6.8.9	-	-
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	6.5.5	<ul style="list-style-type: none"> • Green Policy Innovation- Achievements in Reducing CO₂ Emissions • FY2011 Environmental Accounting Results • Efforts to Prevent Global Warming 	7,8,9
EC3	Coverage of the organization's defined benefit plan obligations.	-	[Reference] FY 2011 Year-end Report (Reports on the 112th Business Period)	-
EC4	Significant financial assistance received from government.	-	-	-
Market Presence				
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	6.4.4 6.8	-	-
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	6.6.6 6.8 6.8.5 6.8.7	-	-
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	6.8 6.8.5 6.8.7	-	-

Indirect Economic Impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	6.3.9 6.8 6.8.3 6.8.4 6.8.5 6.8.6 6.8.7 6.8.9	<ul style="list-style-type: none"> • Special Feature: Smart Cities • Providing New Values Through ICT • Increasing ICT Accessibility • Providing Reliable and Secure ICT Infrastructure • Approach to Social Contribution Activities • Promoting Learning & Education, Cultural and Sponsorship Activities • Contributing to Society through Sports • International Support and Disaster-relief Activities • Example Activities in Japan and Overseas Conservation of Biodiversity • Environmental and Social Contribution Activities • Conservation of Biodiversity 	8,9
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	6.3.9 6.6.6 6.6.7 6.7.8 6.8 6.8.5 6.8.6 6.8.7 6.8.9	-	-

Environmental

Management Approach and Performance Indicators: Environmental

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
	Disclosure on Management Approach	6.2 6.5	<ul style="list-style-type: none"> Environmental Management at the Fujitsu Group Targets and Results for the Fujitsu Group Environmental Protection Program (Stage VI) FY2011 Environmental Accounting Result Environmental Management 	7,8,9
Material				
EN1	Materials used by weight or volume.	6.5	<ul style="list-style-type: none"> Operating Activities and Environmental Load (FY2011) 	8
EN2	Percentage of materials used that are recycled input materials.	6.5.4	-	-
Energy				
EN3	Direct energy consumption by primary energy source.	6.5 6.5.4	<ul style="list-style-type: none"> Operating Activities and Environmental Load (FY2011) 	8
EN4	Indirect energy consumption by primary source.		<ul style="list-style-type: none"> Operating Activities and Environmental Load (FY2011) 	
EN5	Energy saved due to conservation and efficiency improvements.		<ul style="list-style-type: none"> Efforts to Prevent Global Warming 	7,8,9
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.		<ul style="list-style-type: none"> Eco-friendly Products Solutions that Benefit the Environment Providing Environmental Solutions 	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	<ul style="list-style-type: none"> Efforts to Prevent Global Warming Green Procurement with a Centralized Global Procurement System Environmental Consideration in Transportation 		
Water				
EN8	Total water withdrawal by source.	6.5 6.5.4	<ul style="list-style-type: none"> Operating Activities and Environmental Load (FY2011) Environmental Activities in Factories "Effective Use of Water Resources" 	8
EN9	Water sources significantly affected by withdrawal of water.		-	-
EN10	Percentage and total volume of water recycled and reused.		<ul style="list-style-type: none"> Environmental Activities in Factories "Effective Use of Water Resources" 	8

Biodiversity				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.			-
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		<ul style="list-style-type: none"> • Conservation of Biodiversity • Environmental and Social Contribution Activities 	7,8,9
EN13	Habitats protected or restored.	6.5	<ul style="list-style-type: none"> • Conservation of Biodiversity • Environmental and Social Contribution Activities 	7,8
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	6.5.6	<ul style="list-style-type: none"> • Biodiversity Conservation That Leverages ICT • Conservation of Biodiversity • Green Procurement with a Centralized Global Procurement System 	7,8,9
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		-	-
EN16	Total direct and indirect greenhouse gas emissions by weight.		<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) • Efforts to Prevent Global Warming 	8
EN17	Other relevant indirect greenhouse gas emissions by weight.		<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) • Efforts to Prevent Global Warming 	8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	6.5 6.5.5	<ul style="list-style-type: none"> • Targets and Results for the Fujitsu Group Environmental Protection Program (Stage VI) • Green Policy Innovation- Achievement in Reducing CO₂ Emissions • Leading-Edge Green ICT Research and Development • Eco-friendly Products • Solutions that Benefit the Environment • Providing Environmental Solutions • Efforts to Prevent Global Warming • Green Procurement with a Centralized Global Procurement System • Environmental Contributions in Transportation 	7,8,9
EN19	Emissions of ozone-depleting substances by weight.		<ul style="list-style-type: none"> • Environmental Activities in Factories "Elimination of Ozone-depleting Substances" 	8
EN20	NOx, SOx, and other significant air emissions by type and weight.	6.5 6.5.3	<ul style="list-style-type: none"> • Environmental Activities in Factories "Preventing Air and Water Pollution" • Operating Activities and Environmental Load (FY2011) 	8

EN21	Total water discharge by quality and destination.		<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) 	8
EN22	Total weight of waste by type and disposal method.		<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) 	8
EN23	Total number and volume of significant spills.	6.5 6.5.3	<ul style="list-style-type: none"> • Preventing Soil and Groundwater Pollution 	8
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.		-	-
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	6.5 6.5.3 6.5.4 6.5.6	-	-
Products and Services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	6.5 6.5.4 6.6.6 6.7.5	<ul style="list-style-type: none"> • Targets and Results for the Fujitsu Group Environmental Protection Program (Stage VI) • Leading-Edge Green ICT Research and Development • Eco-friendly Products • Solutions that Benefit the Environment • Providing Environmental Solutions 	7,8,9
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	6.5 6.5.3 6.5.4 6.7.5	<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) • Eco-friendly Products • Product Recycling • Environmental Contributions in Transportation 	8,9
Compliance				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	6.5	<ul style="list-style-type: none"> • Environmental Management System "Status of Environmental Compliance" 	8
Transport				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	6.5 6.5.4 6.6.6	<ul style="list-style-type: none"> • Operating Activities and Environmental Load (FY2011) • Eco-friendly Products "Carrying Out Life Cycle Assessment(LCA)" • Environmental Contributions in Transportation 	8,9
Overall				
EN30	Total environmental protection expenditures and investments by type.	6.5	<ul style="list-style-type: none"> • FY2011 Environmental Accounting Result 	7,8,9

Management Approach and Performance Indicators: Social

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
Labor Practices and Decent Work				
	Disclosure on Management Approach	6.2 6.3 6.3.3 6.3.4 6.3.6 6.6.6	<ul style="list-style-type: none"> • Our Corporate Philosophy "FUJITSU Way" • CSR Policy • Diversity and Inclusion "Embracing Diversity and Inclusion" • Efforts Promoting Respect for Human Rights "Fujitsu Guiding Principles of Respect for Human Rights in Employment" • With Our Suppliers "FUJITSU CSR PROCUREMENT GUIDELINE" 	1,2,3,4,5,6,10
Employment				
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	6.4 6.4.3	-	-
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	6.4 6.4.3	-	-
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	6.4 6.4.3 6.4.4	-	-
LA15	Return to work and retention rates after parental leave, by gender.	6.4 6.4.3	<ul style="list-style-type: none"> • Creating Good Working Conditions "Number of Employees Using the Care Leave Support System" 	6
Labor/Management Relations				
LA4	Percentage of employees covered by collective bargaining agreements.	6.3.10 6.4 6.4.3 6.4.4 6.4.5	<ul style="list-style-type: none"> • Creating Good Working Conditions "Labor Relations" 	1,3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	6.4 6.4.3 6.4.4 6.4.5	-	-

Occupational Health and Safety				
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	6.4 6.4.6	<ul style="list-style-type: none"> • Occupational Health and Safety and Health Management "Efforts to Improve Occupational Health and Safety" 	1
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.		-	-
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	6.4 6.4.6 6.8 6.8.3 6.8.4 6.8.8	<ul style="list-style-type: none"> • Occupational Health and Safety and Health Management"Building a Culture Where Employees Can Work Confidently and Positively Through Efforts to Maintain and Enhance Health" • Risk Management "Measures Against New Strains of Influenza" 	1
LA9	Health and safety topics covered in formal agreements with trade unions.	6.4 6.4.6	-	-
Training and Education				
LA10	Average hours of training per year per employee by gender, and by employee category.	6.4 6.4.7	-	-
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	6.4 6.4.7 6.8.5	<ul style="list-style-type: none"> • Diversity and Inclusion "Creating a Workplace Environment in which Older Workers Can Thrive" 	6
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	6.4 6.4.7	-	-
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	6.3.7 6.3.10 6.4 6.4.3	<ul style="list-style-type: none"> • Diversity and Inclusion "Creating a Workplace Environment Where Female Employees Can Participate Actively" 	-
Equal Remuneration for Women and Men				
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	6.3.7 6.3.10 6.4 6.4.3 6.4.4	-	-

Management Approach and Performance Indicators: Human Rights

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
	Disclosure on Management Approach	6.2 6.3	<ul style="list-style-type: none"> • Our Corporate Philosophy FUJITSU Way • CSR Policy • Diversity and Inclusion "Embracing Diversity and Inclusion" • Efforts Promoting Respect For Human Rights "Fujitsu Guiding Principles of Respect for Human Rights in Employment" • With Our Suppliers "Fujitsu CSR Procurement Guideline" 	1,2,4,5,6,10
Investment and procurement practices				
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	6.3 6.3.3 6.3.5 6.6.6	-	-
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	6.3 6.3.3 6.3.5 6.4.3 6.6.6	<ul style="list-style-type: none"> • With Our Suppliers "Promoting Socially Responsible Procurement" 	1,2,3,4,5,6,10
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	6.3 6.3.5	<ul style="list-style-type: none"> • Activities to Disseminate the Fujitsu Way 	-
Non-Discrimination				
HR4	Total number of incidents of discrimination and corrective actions taken.	6.3 6.3.6 6.3.7 6.3.10 6.4.3	-	-
Freedom of Association and Collective Bargaining				
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	6.3 6.3.3 6.3.4 6.3.5 6.3.8 6.3.10 6.4.3 6.4.5	-	-
Child Labor				
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10	-	-

Forced and Compulsory Labor				
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10	-	-
Security Practices				
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	6.3 6.3.5 6.4.3 6.6.6	-	-
Indigenous Rights				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	6.3 6.3.6 6.3.7 6.3.8 6.6.7	-	-
Assessment				
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	6.3 6.3.3 6.3.4 6.3.5	-	-
Remediation				
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	-	-	-

Management Approach and Performance Indicators: Society

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
	Disclosure on Management Approach	6.2 6.6 6.8	<ul style="list-style-type: none"> • Our Corporate Philosophy "FUJITSU Way" • CSR Policy • Compliance • Approach to Social Contribution Activities 	10
Local Communities				
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	6.3.9 6.6.7 6.8 6.8.5 6.8.7	<ul style="list-style-type: none"> • Targets and Results for the Fujitsu Group Environmental Protection Program (Stage VI) "Promoting environmental contributions to society" 	8
SO9	Operations with significant potential or actual negative impacts on local communities.	6.3.9 6.5.3	<ul style="list-style-type: none"> • Preventing to Soil and Groundwater Pollution 	7,8
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	6.5.6 6.8.9	<ul style="list-style-type: none"> • Preventing to Soil and Groundwater Pollution 	
Corruption				
SO2	Percentage and total number of business units analyzed for risks related to corruption.	6.6 6.6.3	<ul style="list-style-type: none"> • Risk Management "Risk Management Processes" 	10
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		<ul style="list-style-type: none"> • Activities to Disseminate the Fujitsu Way "Implementation of e-Learning" • Compliance "Compliance Education" 	
SO4	Actions taken in response to incidents of corruption.		-	-
Public Policy				
SO5	Public policy positions and participation in public policy development and lobbying.	6.6 6.6.4	<ul style="list-style-type: none"> • Governments & Industry Groups (Public Policy) 	-
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	6.8.3	-	-
Anti-Competitive Behavior				
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	6.6 6.6.5 6.6.7	-	-
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	6.6 6.6.3 6.6.7 6.8.7	-	-

Product Responsibility

Management Approach and Performance Indicators: Product Responsibility

GRI Indicator		ISO26000	Pages in Fujitsu Group Sustainability Report (Titles)	United Nations Global Compact
	Disclosure on Management Approach	6.2 6.6 6.7	<ul style="list-style-type: none"> • Our Corporate Philosophy "FUJITSU Way" • CSR Policy • Quality Initiatives • Information Security "Personal Data Protection Initiatives" 	-
Customer Health and Safety				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	6.3.9 6.6.6 6.7 6.7.4	<ul style="list-style-type: none"> • Quality Initiatives"Customer-Centric Quality Assurance Activities for Products and Services" • Green Procurement with a Centralized Global Procurement System • Product Recycling 	9
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	6.7.5	-	-
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	6.7 6.7.3 6.7.4	-	-
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	6.7.5 6.7.6 6.7.9	<ul style="list-style-type: none"> • For Our Customers "Marking and Labeling of Product and Service" 	-
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	<ul style="list-style-type: none"> • Quality Initiatives "Satisfaction and Quality Surveys by Third-Party Organizations" 	-
Marketing Communications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	6.7 6.7.3	<ul style="list-style-type: none"> • For Our Customers "Directions in Advertising" 	10
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	6.7.6 6.7.9	-	-
Customer Privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	6.7 6.7.7	-	-
Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	6.7 6.7.6	-	-