



The Fujitsu Group's CSR

The Fujitsu Way, the corporate philosophy of the Fujitsu Group, advocates that "Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world. " We strive to fulfill our responsibilities to society by putting this philosophy into practice.

Our Approach to CSR

Reflecting the Fujitsu Way, Our Corporate Philosophy, in Our Action

Since its establishment in 1935, Fujitsu has contributed to the development of public infrastructure through innovative information and communications technologies. The ideas and spirit of successive leaders who paved the way for the Fujitsu Group's success are condensed and codified in the Fujitsu Way, which forms the core of our management practices.

For the Fujitsu Group, Corporate Social Responsibility (CSR) means putting the Fujitsu Way into practice to address a variety of social issues and contribute to a sustainable, networked society.

Our Corporate Philosophy "FUJITSU Way"

On April 1, 2008, Fujitsu announced a fully revised Fujitsu Way. The Fujitsu Way will facilitate management innovation and promote a unified direction for the Fujitsu Group as we expand our global business activities, bringing innovative technology and solutions to every corner of the globe.

The Fujitsu Way provides a common direction for all employees of the Fujitsu Group. By adhering to its principles and values, employees enhance corporate value and their contributions to global and local societies.

FUJITSU Way

Corporate Vision	Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world.	
Corporate Values	What we strive for:	
	Society and Environment	In all our actions, we protect the environment and contribute to society.
	Profit and Growth	We strive to meet the expectations of customers, employees and shareholders.
	Shareholders and Investors	We seek to continuously increase our corporate value.
	Global Perspective	We think and act from a global perspective.
	What we value:	
	Employees	We respect diversity and support individual growth.
	Customers	We seek to be their valued and trusted partner.
	Business Partners	We build mutually beneficial relationships.
	Technology	We seek to create new value through innovation.
	Quality	We enhance the reputation of our customers and the reliability of social infrastructure.
Principles	Global Citizenship	We act as good global citizens, attuned to the needs of society and the environment.
	Customer-Centric Perspective	We think from the customer's perspective and act with sincerity.
	Firsthand Understanding	We act based on a firsthand understanding of the actual situation.
	Spirit of Challenge	We strive to achieve our highest goals.
	Speed and Agility	We act flexibly and promptly to achieve our objectives.
	Teamwork	We share common objectives across organizations, work as a team and act as responsible members of the team.
Code of Conduct	■ We respect human rights.	
	■ We comply with all laws and regulations.	
	■ We act with fairness in our business dealings.	
	■ We protect and respect intellectual property.	
	■ We maintain confidentiality.	
	■ We do not use our position in our organization for personal gain.	

Promoting Group-wide Dissemination

Each president of the Fujitsu Group companies or business units nominates Fujitsu Way leaders, who disseminate the Fujitsu Way to its all employees.

Consulting with their presidents, the Fujitsu Way leaders plan appropriate activities in alignment with their business strategies. Discussion on the Fujitsu Way and daily activities helps to understand their roles from the perspective of larger society.

Every year, the activities and dissemination methods in each organization are examined to promote a culture of information-sharing among Fujitsu Way leaders.

Fujitsu Way Leader Training

A training program was held in FY2014 for new Fujitsu Way leaders. They were trained how to get familiar with Fujitsu Way on their work life, and experienced the essence of Fujitsu through visits to the Fujitsu DNA Exhibition Hall*¹ at the Numazu plant. They discussed issues in promoting the Fujitsu Way in their daily workplaces. Participants shared experiences of dissemination and activities so that they can find better method to put Fujitsu Way into practice at their respective organizations.

*1 Fujitsu DNA Exhibition Hall:

A display space exhibiting the history of Fujitsu, records of activities. It occupies approximately 3,000 m² of the factory, which previously manufactured the large computers known as the FACOM M series.



Fujitsu DNA Exhibition Hall



Workshop

Providing More Fujitsu Way Tools

Wallet-sized cards and booklets explaining the Fujitsu Way are distributed to Group employees around the world, with posters also posted at workplaces.

An e-Learning course on the Fujitsu Way is open to be offered in 16 languages to all Group employees. In FY 2013, more than 1,000 employees took the course. We have provided an environment where new recruits and employees can take the courses at any place at any time. As of March 31, 2015, 150,000 employees have taken the course.

In addition, a video of chairman Yamamoto explaining the underlying meaning of the Fujitsu Way is on the corporate intranet. The video includes a message about Fujitsu's contribution to society through its business activities.



Fujitsu Way wallet-sized cards

Respecting Human Rights

As inscribed in the code of conduct for the Fujitsu Way, respecting human rights is one of the key elements for Fujitsu. In December 2014, the Fujitsu Group published the Fujitsu Group Human Rights Statement, adhering to the UN's "Guiding Principles on Business and Human Rights," which is well-known among global companies. In 2015, the Statement has been translated into 21*² languages, and was presented internally.

*2 21 Languages:

Japanese, English, Dutch, Italian, Czech, Turkish, Polish, German, French, Spanish, Portuguese, Finnish, Russian, Arabic, Chinese (Simplified), Chinese (Traditional), Korean, Thai, Indonesian, Vietnamese, and Malay

- Fujitsu Group Human Rights Statement
<http://www.fujitsu.com/global/about/csr/vision/hrstatement/>

CSR Policy and Promotion Framework

CSR Policy

CSR at Fujitsu is practiced by implementing the Fujitsu Way. In all its business activities, by implementing the Fujitsu Way in light of the expectations and needs of multiple stakeholders, the Fujitsu Group contributes to the sustainable development of society and the planet. Our CSR initiatives focus on the five challenges below.

In addressing these challenges, we demonstrate a commitment to responsible business operations as a global ICT company.

To Advance CSR Activities as an Integral Part of Business

In December 2010, the Fujitsu Group established a corporate social responsibility (CSR) policy and determined five priority issues around which it will focus its CSR practices.

Based on this CSR policy, the Group will focus on five priorities in a more forceful response to the multiple needs and expectations of stakeholders so as to contribute to the sustainable development of society and the planet, discharging its responsibilities as a truly global ICT company. In addressing the priority issues, Fujitsu will set short- and medium-term objectives and follow the PDCA cycle in making actual progress.

This progress will be disclosed within and outside the company and shared while CSR activities are being made an integral part of management.

In setting priorities, the CSR Promotion Committee, which has representatives from all concerned departments of the Company, formed a basic strategy working group that considered the Global Reporting Initiative guidelines and other internationally recognized CSR norms, identified global social problems, and held repeated discussions to decide those which Fujitsu should address as priorities. Several dialogue sessions were also held with stakeholders, in which they were represented by outside experts, deepening our understanding of their needs and expectations.



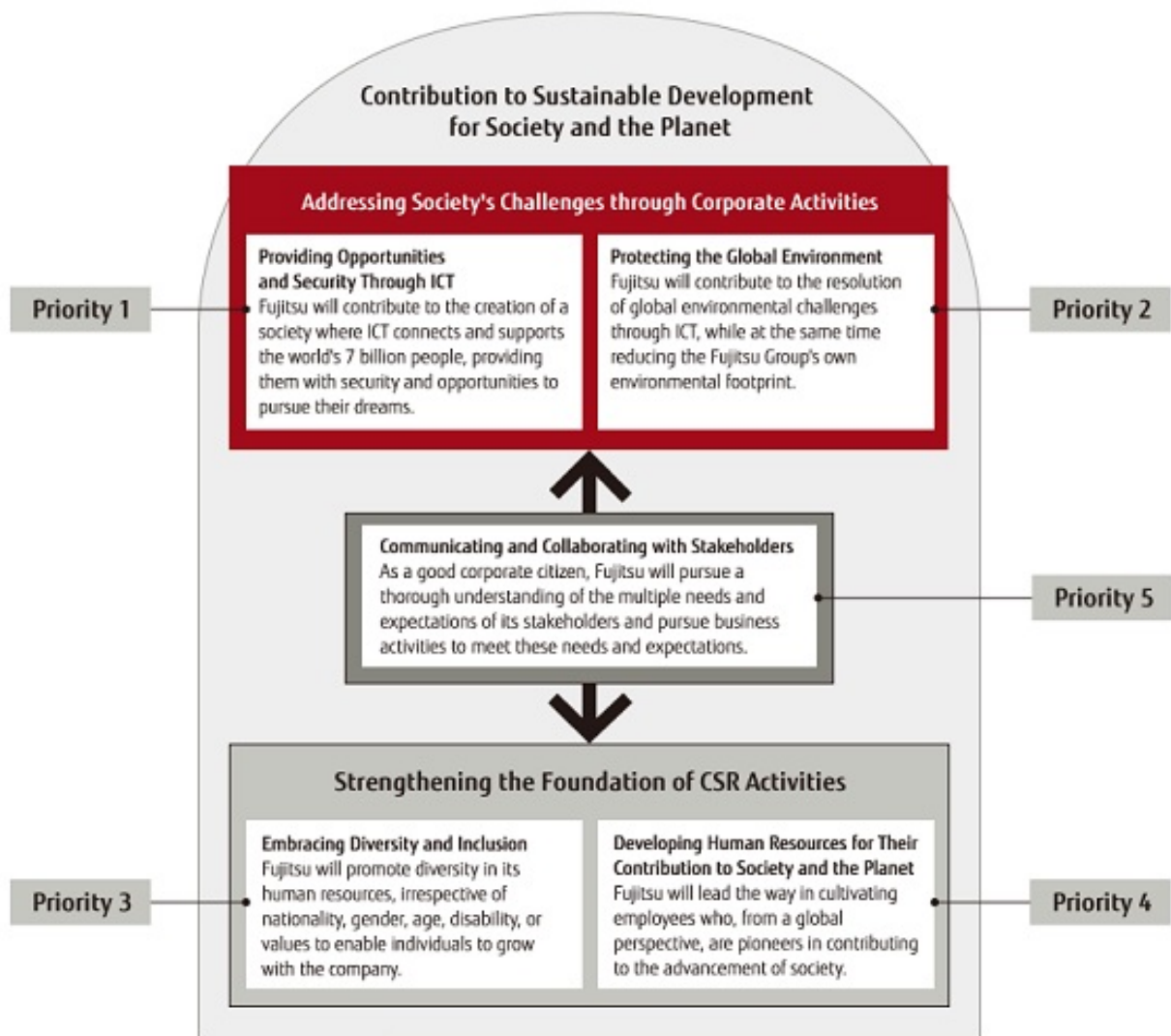
Masami Fujita
Corporate Senior Executive Vice
President and Representative Director
(Head of Global Corporate Functions)

*1 The Fujitsu Group's Stakeholders:

The Group sees its customers, employees, business partners, shareholders and investors, and global and local communities as its stakeholders. Government authorities, NPOs, and NGOs are particularly important stakeholders in these global and local communities.

Five Priority Issues

Fujitsu will focus on the following five priority issues in implementing its CSR practices. By pursuing these issues, Fujitsu will promote responsible management as a global ICT company.



Organization Promoting CSR

CSR Promotion Committee

To promote CSR management across the entire Fujitsu Group, the CSR Promotion Committee has been established under the chairmanship of the vice president and representative director (head of global corporate functions) and with administrative support from the CSR Division. The Committee sets key performance indicators (KPI), communicates CSR information, and holds regular reviews of Fujitsu's business as well as new examples of our social contribution activities and the status of our business and a sustainable society.

Strengthening the Global CSR Governance Structure

From April, 2014, to promote and disseminate Fujitsu Group's global CSR activities, we have enhanced our governance structure. Specifically, we have established a "CSR Board Meeting" as a platform for the heads of five regions^{*2} to provide their opinions and discuss regional issues, policies and initiatives implemented by Liaison Delegates (LDs) as well as approximately 250 domestic and overseas Fujitsu Way leaders at each office. Furthermore, the Fujitsu Group has newly established a "Way/CSR Global Community". This will be utilized as a global communication platform, such as sharing information approved by the CSR Promotion Committee, promotion of CSR initiatives by individual themes in coordination with related departments, and sharing of good practices within the group. Through both top-down and bottom-up approaches, the Fujitsu Group will promote cross-regional CSR activities.

*2 Five regions:

EMEIA: Europe, Middle East, India, and Africa, America, Asia, Oceania, Japan

Fujitsu Group 1st CSR Board Meeting



Heads of region and Liaison Delegates



Corporate Executive Officers and members of the relevant departments from headquarters

CSR Activity Targets and Achievements

The Fujitsu Group conducts CSR activities in line with 5 priority issues, with the aim of meeting its medium-term targets for 2020.

Levels of Performance

★★★: Achieved plan targets

★★ : Not all plan targets were achieved and some issues remain to be addressed

★ : Plan targets have not been achieved

Basic CSR Management

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance	FY 2015 Targets	Medium-Term Targets (FY 2020)
Promoting CSR Activities Across the Group	<ul style="list-style-type: none"> Commence governance efforts across the group in order to promote CSR activities. 	<ul style="list-style-type: none"> Established a global CSR promotion framework, and held a CSR Board Conference with the key 5 global region heads, as well as Liaison Delegate Meetings. 	<ul style="list-style-type: none"> Utilize CSR Board Conferences and Liaison Delegate Meetings for deepening the global CSR promotion framework. 	<ul style="list-style-type: none"> We have CSR management processes in place across the Group and implement CSR initiatives in line with global standards, including those for value chains.
Implementing the PDCA Cycle Based on Our Vision	<ul style="list-style-type: none"> Promote top management's vision globally and strengthen platforms for ensuring understanding of the vision inside and outside Fujitsu. Reassess the design of the CSR vision based on global standards. 	<ul style="list-style-type: none"> Agreed on the establishment of an integrated report. Released the "Fujitsu Group Human Rights Statement" based on global standards. 	<ul style="list-style-type: none"> Revise the vision design based on global standards continuously. 	<ul style="list-style-type: none"> We work continuously to bring our CSR efforts to the next level by setting shared short and medium-term targets for the entire Group and utilizing the PDCA (plan, do, check, act) cycle.
CSR Penetration and Execution	<ul style="list-style-type: none"> Further strengthen communication of information using websites inside and outside Fujitsu, as well as SNS. Establish CSR communities that include our overseas subsidiaries. Continually implement CSR penetration measures through seminars, etc. 	<ul style="list-style-type: none"> Posted measures related to CSR activities on the online internal newsletter and President's Office (*). Implemented explanatory meetings including remote access for all levels in and out of Japan. Implemented explanatory meetings by experts regarding particular themes (EICC). 	<ul style="list-style-type: none"> Further enhance information transmission by utilizing the internal website. Promote use of the "FUJITSU Way/CSR Global Community," utilizing the internal communication platform. Improving CSR dissemination methods such as lectures. 	<ul style="list-style-type: none"> Fujitsu Group employees take it upon themselves to promote CSR with a comprehensive view to economic, environmental, and social dimensions.

(*)President's Office: A website for sharing messages from the president and executives to employees

Priority 1 Providing Opportunities and Security Through ICT

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance		FY 2015 Targets	Medium-Term Targets (FY 2020)
Providing New Values Through ICT	<ul style="list-style-type: none"> Expand examples in leveraging computers for solving social challenges. Further expand businesses that resolve social issues. Actively develop examples of solutions related to core areas. 	<ul style="list-style-type: none"> Utilized supercomputers for global issues such as the discovery of new drugs and space development, as well as regionally specific issues such as in the Middle East. Expanded solutions for preventing and reducing disasters and traffic issues in and out of Japan. Promoted business cases in each sector such as the introduction of cloud technology in the domestic and overseas agricultural sectors and use of tablets in the educational sector. 	<ul style="list-style-type: none"> ★ ★ ★ 	<ul style="list-style-type: none"> Expand examples for solving social issues using computers. Expand domestic and overseas businesses to solve social issues. Expand solutions related to core areas in Japan and overseas. 	<ul style="list-style-type: none"> We are using global cutting-edge computing to generate simulations of the future, and employing them to help solve an array of tough problems like climate change, resource shortages, and disaster damage. In addition, we are globally deploying ICT-enabled solutions for various issues affecting cities, food, medicine, education, and more.
Increasing ICT Accessibility	<ul style="list-style-type: none"> Strengthen initiatives for commercializing Universal Designs (UD). Strengthen solutions-oriented business initiatives in emerging countries. 	<ul style="list-style-type: none"> Disseminated the implementation of UD through measures such as the commercialization of meeting support systems for those with hearing disabilities, and reception of orders for manufacturing ATMs that comply with European UD standards. Progressed with businesses and field trials in various countries such as Indonesia (disaster prevention, traffic) and Vietnam (disaster prevention, agriculture). 	<ul style="list-style-type: none"> ★ ★ ★ 	<ul style="list-style-type: none"> Expand business precedents incorporating Universal Designs. Expand solutions-oriented businesses in emerging countries. 	<ul style="list-style-type: none"> So that as many people as possible in the world can leverage ICT to pursue their potential, we are opening doors to cyber society, providing devices and interfaces that are easy to use for all, and offering systems supporting ICT deployment to developing countries.
Reliability and Security through ICT	<ul style="list-style-type: none"> Continue security training. Strengthen security tie-ups with governments and international institutions. 	<ul style="list-style-type: none"> Continued implementation of security training for Fujitsu employees, including executives (participation rate 99.6%). Considered security-related human resource development in related organizations such as the Tokyo Metropolitan Police 	<ul style="list-style-type: none"> ★ ★ ★ 	<ul style="list-style-type: none"> Further implement security training thoroughly. Deepen coordination with the government and international institutions. 	<ul style="list-style-type: none"> We deliver reliability and security through the stable operation of ICT systems, the infrastructure underpinning economic and social activity. Further, we provide ICT solutions to realize highly

	<ul style="list-style-type: none"> Promote the adoption of communication platforms at Fujitsu Group companies overseas. Expand solutions based on in-house adoption. 	<p>Department.</p> <ul style="list-style-type: none"> Implemented a communication platform in desired locations for Fujitsu Group companies overseas. (Approximately 85%) Provided operational software that dramatically shortens the initial response time after detecting cyber attacks based on internally cultivated practices. 		<ul style="list-style-type: none"> Complete implementation of a communication platform in desired locations of Fujitsu Group companies overseas. Further expansion of solutions based on in-house adoption 	secure environments where personal and proprietary information is protected.
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Priority 2 Protecting the Global Environment

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance		FY 2015 Targets	Medium-Term Targets (FY 2020)
Benefitting Customers and Society	<ul style="list-style-type: none"> Through the provision of ICT, reduce cumulative greenhouse gas emissions from customers and society by 16.99 million tons from FY 2013. Through FY 2015, provide funding, technology, and human resource support for activities addressing the resolution of social and environmental issues such as biodiversity. 	<ul style="list-style-type: none"> Reduced 24.83 million tons. (Domestic : 15.43 million tons, overseas: 9.40 million tons) Provided funding, technology, and human resource support. (See the environment site "Social contribution activities (http://www.fujitsu.com/global/about/environment/society/activities/)" for details) 	★ ★ ★	<ul style="list-style-type: none"> 38 million tons cumulative from FY2013. (*) Provide funding, technology, and human resource support to activities involved with solving issues related to social and environmental issues such as biodiversity by the end of FY2015. 	<ul style="list-style-type: none"> By providing technologies and solutions, we are moving closer to our target of reducing CO2 emissions by 30 million tons a year in Japan by 2020, and helping to cut greenhouse gas emissions worldwide. We are advancing and taking concrete measures regarding all of the items outlined in the "Business and Biodiversity Initiative" leadership declaration.
Pursuing Internal Reforms	<ul style="list-style-type: none"> Reduce greenhouse gas emissions from workplaces to 20% below FY 1990 levels by the end of FY 2015. Reduce CO2 emissions per sales from transport over 1 % (on average) compared to FY2013. 	<ul style="list-style-type: none"> Reduced by 33.1% compared to FY1990 Reduced by 13% compared to FY 2013. 	★ ★ ★	<ul style="list-style-type: none"> 20% or more. Reduce CO2 emissions per sales from transport over 1% (on average) compared to FY 2013. 	<ul style="list-style-type: none"> The Fujitsu Group boasts world-leading overall energy efficiency in each of its business fields, including software services, hardware products, and electronic devices.

	<ul style="list-style-type: none"> Expand renewable energy purchase from external sources and expand generation capacity. 	<ul style="list-style-type: none"> Purchased 21,000 kWh of green power. 		<ul style="list-style-type: none"> Expand purchase of renewable energy generation capacities as well as purchase from external sources. 	
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(*) Revised upwards from 26 million tons.

All items on the Fujitsu Group Environmental Action Plan (Stage VII)

<http://www.fujitsu.com/global/about/environment/approach/plan/>

Priority3 Embracing Diversity and Inclusion

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance	FY 2015 Targets	Medium-Term Targets (FY 2020)
Corporate Culture Reform	<ul style="list-style-type: none"> Further promote training and education for Fujitsu and domestic Group companies, led by the Human Rights Promotion Committee. Formulate a Fujitsu Group human rights policy in order to establish human rights due diligence. 	<ul style="list-style-type: none"> Held human rights awareness workshops in each region of Japan besides promotional trainings. Held a company-wide human rights awareness week (human rights information, commendations, distribution of leaflets to all employees, and posting of posters). In creating a workplace where anyone can find it easy to work in, formed a study group for the promotional unit and consultation desk by inviting an expert on LGBTs. Launched training programs according to the grade of employees to promote understanding. Formulated the "Fujitsu Group Human Rights Statement," accommodating international human rights standards, and published in 21 languages, along with the main message. Began dissemination activities throughout the entire global Fujitsu Group. 	<ul style="list-style-type: none"> Further promote training and increasing awareness for Fujitsu and domestic group companies with Human Rights Promotion Committees. Disseminate the "Human Rights Statement," and promote the creation of a corporate culture that values human rights throughout the entire global Fujitsu group. 	<ul style="list-style-type: none"> We offer a good working environment for everyone, thanks in part to measures to further human rights promotion and diversity. Our corporate culture fosters ongoing creation of new knowledge and technologies inside and outside the organization through open and free discussion from a wealth of perspectives.

	<ul style="list-style-type: none"> Strengthen support for diversity promotion at workplaces oriented toward generating innovation, including at overseas Group companies. Promote initiatives for presenting "challenging and interesting work opportunities" in each of our corporate organizations, and support the improvement of employee satisfaction in each organization. 	<ul style="list-style-type: none"> Supported promotional activities for diversity unique to each workplace. Formulated the "Direction of Fujitsu Group diversity and inclusion". Established an index for an "Innovative Organizational Culture," incorporating the provision of opportunities for challenging and interesting works, set a group-wide goal and initiated activities in each organization. 		<ul style="list-style-type: none"> Support diversity promotion at workplaces oriented toward generating innovation. Promote measures among domestic and overseas Group companies. Expand cross-organizational measures to create an innovative organizational culture. 	
Helping Individuals Flourish	<ul style="list-style-type: none"> Expand continuous "talent management" for female employees from their early years of employment, aiming to support their promotion to management positions. 	<ul style="list-style-type: none"> Promoted measures to support the active participation of female employees at each level <ul style="list-style-type: none"> Implemented "Female Leadership Development Program". (54 students) Hosted career development support seminars (3 times). Hosted events per demographic segment to support the success of employees with disabilities, foreign employees, and employees in childcare and nursing (Also aimed at domestic group companies). Hosted seminar for managers supervising employees caring for children. (Also aimed at domestic group companies.) Fujitsu : <ul style="list-style-type: none"> Ratio of female managers : 4.6% Ratio of employees with disabilities : 1.94% 	★ ★ ★	<ul style="list-style-type: none"> Expand continuous talent management from a young age to nurture more female senior staff, etc. 	<ul style="list-style-type: none"> Fujitsu is creating workplaces in which employees recognize each other, and can exhibit the full added value they possess to contribute to the organization.

Promoting a Work-Life Balance	<ul style="list-style-type: none"> Expand support measures for transforming work styles for each individual employee. 	<ul style="list-style-type: none"> Results of each system's use in the Fujitsu Group: <ul style="list-style-type: none"> Employees using child-care leave: 259. Male employees taking paternity leave: 496. Held forums in the Kanto and Kansai regions regarding transforming work styles to be compatible with work and nursing care. (This was also carried out for our (domestic) Group companies.) 	★ ★ ★	<ul style="list-style-type: none"> Expand support measures for transforming work styles for each individual employee. 	<ul style="list-style-type: none"> We are helping every employee to achieve a work-life balance and maintain a mutually beneficial relationship with society.
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Priority4 Developing Human Resources for Their Contribution to Society and the Planet

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance		FY 2015 Targets	Medium-Term Targets (FY 2020)
Working to Develop Employees Who Can Support a Truly Global ICT Company	<ul style="list-style-type: none"> Strengthen implementation framework geared toward reflecting next-generation business leaders development program results in our business activities. Nurture business leaders with experience and a global business outlook; reassess programs for young managers. 	<ul style="list-style-type: none"> Enhanced implementation framework for next-generation business leaders development programs. <ul style="list-style-type: none"> Re-assembled business leaders development programs for young managers and increased participants. (60 participants in 1 class in FY2013 to 85 participants in 2 classes in FY2014) Revised and implemented a global business leaders development programs that includes action learning in local regions when stationed overseas. <ul style="list-style-type: none"> Revised the system to make the action learning themes more practical for smooth transitions to the next career after the program. 9 participants are being stationed overseas for action learning. 	★ ★ ★	<ul style="list-style-type: none"> Implement various training programs in the next-generation business leaders development program system. 	<ul style="list-style-type: none"> We are contributing to the advancement of society by fostering business leaders that can balance the pursuit of business strategies with the creation of social value. Every employee grasps and acts in accordance with our corporate philosophy to create new value for society.

Priority5 Communicating and Collaborating with Stakeholders

Targets and Achievements

Category	FY 2014 Targets	FY 2014 Performance	FY 2015 Targets	Medium-Term Targets (FY 2020)
Stakeholder Communications	<ul style="list-style-type: none"> Take opinions from various stakeholders in regard to communication through our CSR Report and integrate them into actual business activities. Continue dialogue with local residents and companies to promote development in neighboring communities. 	<ul style="list-style-type: none"> Gathered wide number of stakeholder opinions through CSR Report (number of requests: 1,026) and CSR website (total of 45 thousand page view). Implemented the following as a dialogue with the community: <ul style="list-style-type: none"> Implemented periodic dialogues with surrounding residents in major regions with major Fujitsu Group sites (89 times). 	<ul style="list-style-type: none"> Improve coordination with internal departments for promoting the utilization of external sites. Implement regular dialogue with local residents and companies for neighborhood development. 	<ul style="list-style-type: none"> We have forged relationships built on trust with diverse stakeholders by maintaining mutual lines of communication.
Collaboration With Stakeholders	<ul style="list-style-type: none"> Through our business operations, further expand social issue resolution and relationship building with NGOs, municipalities, international organizations, and other diverse stakeholders. 	<ul style="list-style-type: none"> Implemented the following based on the comprehensive agreement with Kawasaki City regarding community development aimed at resolving social issues from a business and societal contribution standpoint: <ul style="list-style-type: none"> Symposium for female junior and high school students. Information Moral Training Field trials of the childcare support app utilizing Linked Open Data. 	<ul style="list-style-type: none"> Enhance measures for building relationships and solving social issues through our main business with various stakeholders such as NGOs, municipalities, international organizations, and other diverse stakeholders. 	<ul style="list-style-type: none"> Fujitsu Group employees practice optimal collaboration with stakeholders in delivering value which meets society's needs.

Harmony with Society	<ul style="list-style-type: none"> ● Share social contribution best practice activities using our internal award program and energize activities by disseminating information on them. ● Implemented the following as part of social contribution programs: <ul style="list-style-type: none"> ▪ Implement a next-generation human resource training program that leverages the strengths of the Fujitsu Group. ▪ Strengthen information sharing functions geared toward expanding local community contribution activities around the globe. ▪ Expand and improve systems for the further promotion of volunteer activities. 	<ul style="list-style-type: none"> ● Commended 2 social contribution activities that cooperated with local governments and societies. Also, introduced the general affairs department of group companies. ● Implemented the following regarding social contribution programs: <ul style="list-style-type: none"> - (On-site class) implemented a trial class. - Utilized the internal database related to local community contribution activities. <ul style="list-style-type: none"> ▪ Number of registrations in FY2014 :1,017 (aggregated per group company per event) - Consideration of various measures for encouraging more volunteer activities. 	★ ★	<ul style="list-style-type: none"> ● Utilize awards for social contribution activities and promotion of horizontal expansion and activation throughout the group. ● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> - Expand the internal database of social contribution activities. - Promote various measures for encouraging volunteer activities. 	<ul style="list-style-type: none"> ● Most employees take part in social contribution activities that leverage their strengths.
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United Nations Global Compact

Fujitsu announced its support of the United Nations Global Compact in December 2009. The Fujitsu Group is committed to global CSR activities that uphold the 10 principles of the Global Compact. Through this commitment, we will meet the demands of various stakeholders in international society, and uphold responsible management as a true global ICT company contributing to the creation of a sustainable society.

What is the Global Compact?

The UN Global Compact consists of 10 principles in the four areas of human rights, labor standards, the environment, and anti-corruption with which companies should rigorously comply.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



As of July 31, 2013

Please refer to the GRI Guideline Comparison Table which shows the relationship between the United Nations Global Compact and CSR activities we conducted in FY 2014, contained in the Fujitsu Group CSR Report 2015 (PDF Version).

* We have been reporting our COP (Communication on Progress) at the Advanced Level since FY 2012.

Socially Responsible Investment (SRI)

Social and environmental activities in the Fujitsu Group are highly evaluated worldwide, and the group has been continuously included among major Socially Responsible Investment (SRI) stock indices and funds listed below.

Status of Inclusion in SRI-related Stock Indices

Dow Jones Sustainability Indices (World, Asia Pacific) The globally renowned SRI index, DJSI World, captures the top 10 percent of the world's 2,500 largest companies, based on economic, environmental and social performance. Fujitsu has been included 15 times in 3 consecutive years.	
RobecoSAM Sustainability Award RobecoSAM evaluates the economic, environmental, and social sustainability of approximately 2,500 major global companies, out of which the top 10% are awarded as "Gold Class," "Silver Class," or "Bronze Class" companies. Fujitsu has been recognized as "Bronze Class" for 3 consecutive years.	
FTSE4Good Index Series One of the world's leading SRI indexes established by the Financial Times and London Stock Exchange, FTSE4Good measures a company's performance of environmental, social and governance (ESG) aspects. Fujitsu has been listed for 6 consecutive years.	
UN Global Compact 100 This stock index selects 100 companies out of 8,000 global companies that have signed the UN Global Compact. It considers their activities relating to the UNGC's 10 principles in the 4 fields of human rights, labor, environment, and anti-corruption. Fujitsu has been selected for 2 consecutive years.	
oekom research Oekom research AG, a CSR rating company based in Germany, is known for ranking and evaluating companies for their economic, social, and cultural aspects. Fujitsu has been given the certification of "Prime" since 2011.	
Euronext Vigeo – World 120 A sustainability index by NYSE Euronext, the world's largest stock exchange group, and Vigeo, European expert in the CSR assessment of companies. The index selects the top 120 companies for their environmental, social, and corporate governance performance. Fujitsu has been selected every year since 2013.	
Ethibel Sustainability Index (ESI) (Excellence Register) The Ethibel Excellence Investment Register is an investment universe operated by Forum ETHIBEL, a Belgium-based NGO. Its index comprises companies that display good performance from CSR perspective. Fujitsu has been included since 2013.	
Morningstar Socially Responsible Investment Index Morningstar Japan K.K. selects 150 companies out of approximately 4,000 domestically-listed companies that are superior for their corporate governance, environmental, social, and utilization of human resources. It is the first domestic Socially Responsible Investment Index, and Fujitsu has been included since 2004. (as of June 30, 2015)	

CSR Activities Utilizing ISO 26000

Strengthening Global CSR Management

Prompted by our participation, beginning in December 2009, in the UN Global Compact, the Fujitsu Group has been monitoring the CSR initiatives of each of its companies inside and outside Japan each year since FY 2012, basing its oversight on the ISO 26000 international standard for social responsibility.

The purpose of this monitoring is to ensure that our two initiatives of risk mitigation and value creation are taken up at all Group companies. First, in terms of risk mitigation, we will establish prevention and correction processes (due diligence) to minimize the effects of latent human rights and labor practice risks, including in our supply chain, which may negatively impact our corporate value. And, in terms of value creation, we contribute to solving issues facing regional societies, while maximally leveraging Group resources and promoting activities conducive to generating value in the entire Group.

ISO 26000 Project organization chart (Project office: CSR Division)

ISO 26000 (The seven core subjects)	Department(s) in charge
Organizational Governance	FUJITSU Way Office, Legal, Compliance & IP Unit, Corporate Affairs and Risk Management Division
Human rights	Diversity Promotion Office
Labor practices	Diversity Promotion Office
The Environment	Corporate Environmental Strategy Unit
Fair Operating Practices	Legal, Compliance & IP Unit, Corporate Purchasing Unit
Consumer Issues	Corporate Quality Assurance Unit, Corporate Brand Office
Community Involvement	Corporate Affairs and Risk Management Division

FY 2014 marked our 3rd CSR (ISO26000)/Governance Survey, which continued from last year and targeted 112 Fujitsu Group companies (77 in Japan and 35 overseas). Additionally, measures relating to human rights and labor have begun, which was identified in the previous survey as a potential risk. In particular, the Fujitsu Group has exchanged opinions with the American NPO Shift, which has contributed to the writing of the UN's "Guiding Principles on Business and Human Rights" for the establishment of "Human Rights Due Diligence." This will be introduced in FY2015. It comes after the "Fujitsu Group Human Rights Statement,"^{*1} which was published in December 2014. The human rights statement has been translated into 21 languages^{*2} in 2015, and has been presented internally.

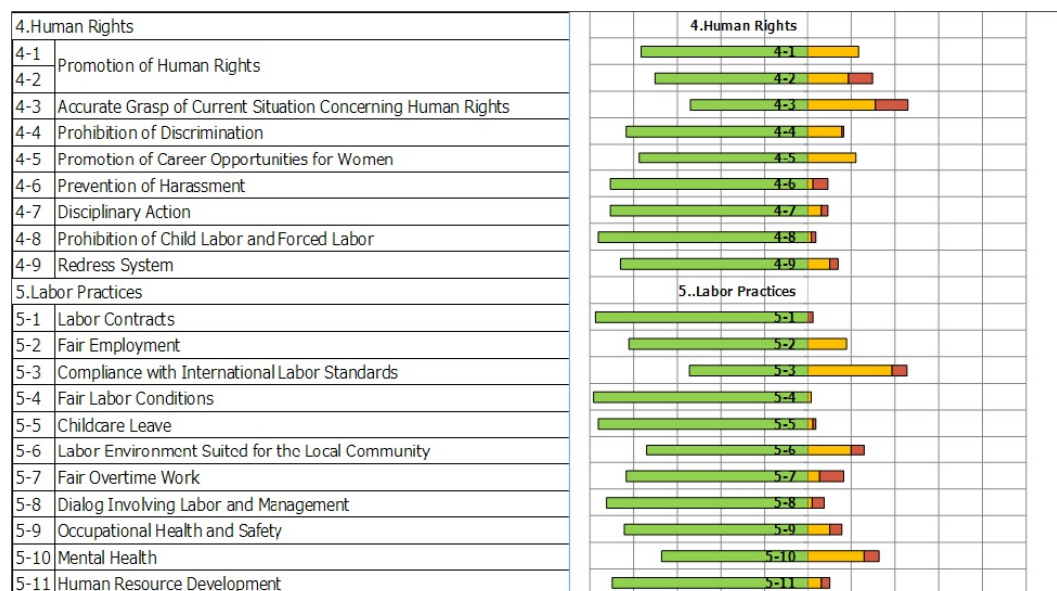
*1 Fujitsu Group Human Rights Statement:

<http://www.fujitsu.com/global/about/csr/vision/hrstatement/>

*2 21 Languages:

Japanese, English, Dutch, Italian, Czech, Turkish, Polish, German, French, Spanish, Portuguese, Finnish, Russian, Arabic, Chinese (Simplified), Chinese (Traditional), Korean, Thai, Indonesian, Vietnamese, Malay

Analysis of Issues by Theme (Image)



Major Initiatives to be Implemented in FY 2015-2016

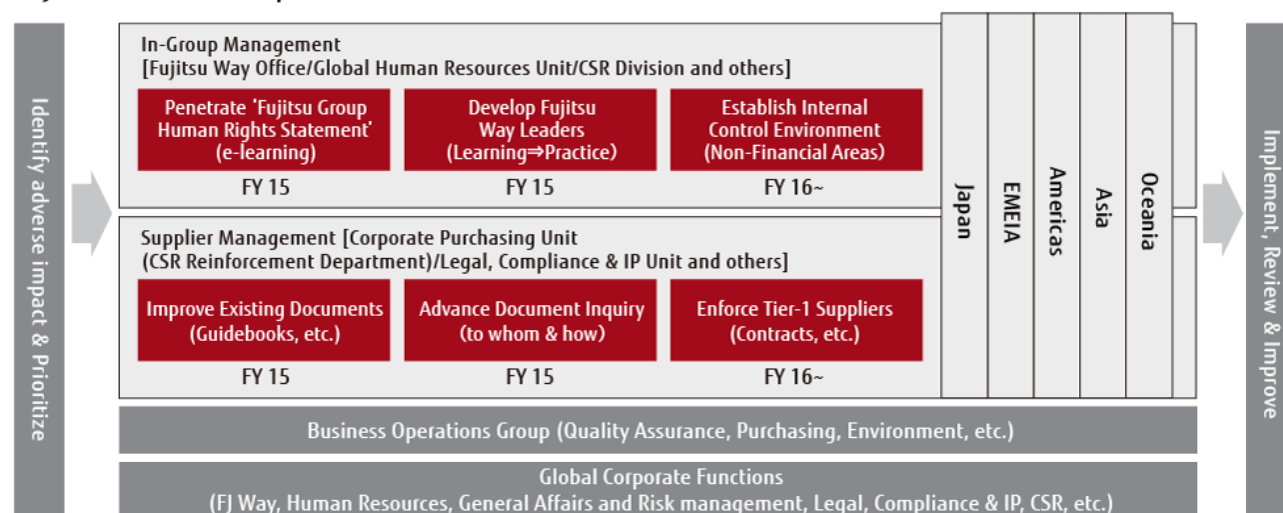
From FY2015, spearheaded by the CSR Division, Global Corporate functions (human resources/ legal/ purchasing unit, etc.) will coordinate with group companies, and promote the following initiatives:

- Implementation of continuous risk assesment utilizing the questionnaires from ISO26000 (standard for social responsibility)
- Implementation of self-audits of EICC (Electronic Industry Citizenship Coalition)*³ in regional heads
- Review of deployment strategies for Fujitsu group companies in overseas under Liaison Delegates (LD)
- Creation of a human rights risk map based on international requests in accordance with other business risks.

*3 EICC (Electronic Industry Citizenship Coalition):

A code of conduct set by the electronics industry regarding the business activities along the entire supply chain.

Major Initiatives to be Implemented in FY 2015-2016



Briefing Session Regarding 2nd CSR (ISO26000)/Governance Survey

A briefing session on the survey results of ISO26000 was conducted with approximately 90 domestic Fujitsu Group company employees from July 30 to 31, 2014 at the Kawasaki Plant. Also, in accordance with the publication of the "Fujitsu Group CSR Report 2014," an explanatory meeting was held regarding the global CSR management report, as part of the dissemination efforts of CSR. In the questionnaire following the explanatory meeting, many attendees reported that they had gained a deeper understanding of their company's CSR efforts. Similarly, between September 24 and 25, 2014, a telephone conference debriefing was held for overseas Fujitsu Group companies, and approximately 40 employees attended.



Briefing at the Kawasaki Plant

Main Initiatives Relating to Mitigate Supply Chain Risks Utilizing the EICC (Electronic Industry Citizenship Coalition)

Implementation of a Study Session at Fujitsu Group Companies

On September 11 and 26, 2014, an internal study session was held for the domestic group companies' CSR officers regarding supply chain risks extracted from the ISO26000 to provide them an overview of EICC.

A classroom lecture was held on the first day (11 companies, 11 participants) on the overview of the EICC. On the second day (6 companies, 7 participants), a workshop on understanding the 'Self Assessment Questionnaire (SAQ)' was organized. Additionally, for the domestic group companies located far away from where the study session is held, (14 companies, 20 participants), we conducted an explanatory online meeting utilizing Fujitsu's communication platform.



Workshop on the second day

Hosting a Introductory Seminar on EICC

On February 19, 2015, a Introductory Seminar on EICC was held for domestic group companies (20 companies, 32 participants). Mr. Tagami from DNV GL Business Assurance Japan K.K. (DNV GL Japan) was invited to give a lecture regarding the overview of EICC from an auditor's perspective. He also shared case studies in which issues and violations were identified at the other companies during the audits. In the follow-up questionnaire, many responded that they have reaffirmed the issues in their own companies.



Introductory Seminar on EICC

Implementations of EICC Audit Simulation

At a major FDK Corporation plant, one of Fujitsu's group companies, an EICC Audit Simulation was held by DNV GL Japan on March 23 and 24, 2015. No major issues were identified during this simulated audit. However, issues with the maintenance of the management system related to work and ethics were noted.

In the future, based on the audit standards implemented for this simulated audit, we plan to create a response manual and tools for group companies, and reinforce the operating system with regards to CSR auditing.



FDK Corporation Kosai Plant

EICC Internal Auditor Training Course held

On March 26 and 27, 2015, the EICC Internal Auditor Training Course was held by DNV GL Japan for 14 attendees from our 7 domestic group companies. Through an EICC audit overview, case studies, and audit training, the attendees learned key points of EICC audits, identification of initial risks, measures for improvement, methods of correction, and more. All of the attendees successfully completed a qualification test for auditors held at the end of the course. From here on out, Fujitsu will continue to plan regular training for auditors.



EICC Internal Auditor Training Course

Stakeholder's message

In FY2014, I held a basic seminar on EICC and internal auditors training course for major Fujitsu Group company representatives. I also conducted a simulated audit at a domestic group company's manufacturing plant to evaluate their compliance with the EICC code of conduct. At the study group, participants actively asked questions, showing their high level of awareness.

Meanwhile, at the simulated audit, I felt a strong desire from the participants to resolve issues. In particular, there was a strong desire to understand how to view labor, human rights, business ethics, as well as management systems. By actively conducting similar activities in the future, a rapid and effective response toward supply chain risks can be expected.

Koji Tagami, DNV GL Japan



Human Rights Statement

Fujitsu Group Human Rights Statement

Fujitsu group recognizes that the respect for human rights is an integral part of social responsibility of a global company. The advancement of global economy and digital society enlarges the sphere of business influences on people and society. In this circumstance, we develop the Fujitsu Group Human Rights Statement in order to continuously strengthen the activities to respect human rights in accordance with the FUJITSU Way. We will strive to pursue the responsibility to respect human rights under the global matrix structure.

Fujitsu Group Human Rights Statement

The Fujitsu Group ("FUJITSU") is committed to respecting human rights of all stakeholders related to our business operations, products and services ("activities") in accordance with the FUJITSU Way, which embodies the philosophy of FUJITSU and the values and principles that we follow in our daily activities. This document summarizes FUJITSU's position on key human rights issues based upon the FUJITSU Way's code of conduct statement "We respect human rights."

1. Global Approach

Our business approaches to human rights recognize the importance of international standards, especially the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economics, Social and Cultural Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to comply 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 will seek ways to advance those principles in a manner respectful of local requirements.

2. Human Rights Due Diligence

Recognizing the United Nations Guiding Principles of Business and Human Rights, we are striving to conduct human rights due diligence. Considering the impacts human rights violation can cause, we will prioritize appropriate actions to identify, prevent or mitigate those impacts in our value chains. We will regularly review and update the progress on our efforts, and annually communicate the results through our CSR report and other communication tools. Where we identify that we have caused or directly contributed to adverse human rights impacts, we would engage in appropriate remediation processes by ourselves or in cooperation with other stakeholders.

3. Responsibilities as an ICT Company

ICT penetrates into every corner of human society, and can empower people by delivering information that can aid their actions and judgments. As a leading ICT provider, we strive to leverage the power of ICT to have a positive impact on human rights, although we recognize the negative impacts that ICT may cause in our rapidly changing environment. We will engage with our stakeholders on emerging issues, such as data security and privacy, in furtherance of our responsibilities as an ICT provider.

4. Embedding Human Rights

We will continuously conduct awareness-raising efforts about the responsibility to respect human rights within FUJITSU in accordance with the FUJITSU Way. We value stakeholder collaborations and a culture of diversity and inclusion to contribute to the sustainable development of society and to help us promote innovation.

FUJITSU Guiding Principles of Respect for Human Rights in Employment

In the "FUJITSU Guiding Principles of Respect for Human Rights in Employment," Fujitsu is thoroughly committed to providing equal opportunity, respecting human rights in employment practices, eliminating discrimination, and banning forced labor and child labor.

FUJITSU Guiding Principles of Respect for Human Rights in Employment (Full Text)

With a view to realizing our growth and profits, respect for human rights must be an integral part of our business culture. FUJITSU is committed to creating a culture in which employees respect the dignity and worth of individuals.

To this end, FUJITSU will strive to foster respect for human rights in all the countries and regions where we operate our business while providing an environment that encourages employees to understand and realize importance of human rights.

1. Equal Employment Opportunity and Respect for Human Rights

FUJITSU strives to provide equal employment opportunities.

FUJITSU is committed to treat our employees with no illegal discrimination based on race, color, religion, creed, sex, social status, lineage, physical or mental disability, sexual orientation and any other legally protected category that is unrelated to the legitimate interests of FUJITSU.

2. Compliance with Employment Laws and Regulations

FUJITSU adheres to the applicable laws and regulations of the countries and regions in which it operates in treating our employees.

3. Prohibition of Forced Labor / Child Labor

FUJITSU will not use any form of forced or compulsory labor.

4. Work Environment

FUJITSU strives to achieve and maintain a healthy and safe work environment that motivates its employees.