



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

Fujitsu began its life in 1935 as a company handling core communications infrastructure such as telephone exchanges. Since then, the ideas and spirit of successive leaders who paved the way for our progress have been condensed and codified in the Fujitsu Way.

For the Fujitsu Group, Corporate Social Responsibility (CSR) means contributing to a sustainable, networked society by working with our customers to resolve a variety of social issues through the practice of the Fujitsu Way.

Our Corporate Philosophy "FUJITSU Way"

The Fujitsu Way facilitates management innovation and promotes 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 the employees of the Fujitsu Group. By adhering to its principles and values to their daily activities, the employees enhance corporate value and their contributions to global and local societies. (The Fujitsu Way was enacted in 2002 and was revised into its present version in 2008.)

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 Fujitsu Group company president or business unit head nominates Fujitsu Way leaders, who disseminate the Fujitsu Way to its all employees.

Cooperating with their respective presidents and business unit heads, the Fujitsu Way leaders plan appropriate activities in alignment with their business strategies. Through dialogs on the Fujitsu Way, the Fujitsu Way leaders help their colleagues to understand the relation between their daily work and the Fujitsu Way.

Every year, information on activities and dissemination methods in each organization are exchanged among Fujitsu Way leaders.

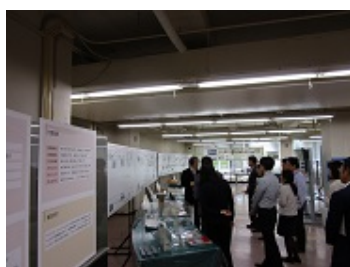
Fujitsu Way Leader Training

In FY2015, a training program was held for new Fujitsu Way leaders. After learning about our history at the Fujitsu DNA Exhibition Hall^{*1}, the leaders rethought the Fujitsu Way and experienced training to resolve issues from the viewpoint of the Fujitsu Way. The participants shared best practices for dissemination in their organizations and exchanged ideas to revitalize activities.

In FY 2015, we also offered training for young employees. To develop capabilities to follow the Fujitsu Way, the participants searched for the relationships between their own visions and the Fujitsu Way to contribute to society through organizational activities. Each participant learned the importance of a spirit of challenge in becoming a person who contributes to society while also realizing individuality.

^{*1} Fujitsu DNA Exhibition Hall:

The hall displays records of the history of Fujitsu and the activities of our forerunners, along with the products that are their achievement. Occupying approximately 3,000 m² of space in the Numazu factory, this Fujitsu training facility is a space to learn the values and spirit Fujitsu has treasured, to experience the unique Fujitsu qualities created by our predecessors, and to help develop the next generation.



Study tour



Training session

Workshops outside Japan

In FY 2015, we held Fujitsu Way and brand workshops in Singapore, Malaysia, the Philippines, Indonesia, and Thailand.

After learning about the Fujitsu Way, our brand promise ("shaping tomorrow with you"), and Qfinity (PDCA-based improvement activities), participants reviewed processes and actions from the point of Fujitsu Way and the brand. They also exchanged ideas on how to take new steps toward effective improvements as Fujitsu Group employees.



Workshop in Indonesia

Providing More Fujitsu Way Tools

The cards and booklets explaining the Fujitsu Way are distributed to all employees around the world, and posters are distributed to offices. An e-Learning course on the Fujitsu Way, is always available in 16 languages.

In FY 2015, we began to deliver an electronic Fujitsu Way card (Japanese and English), which can include additional messages from each business unit head, to share the same visions.

A video message from Chairman Yamamoto talking about the Fujitsu Way is also available on our corporate intranet.



Electronic version of Fujitsu Way card

Respecting Human Rights

Respecting human rights is one of the most important elements described in the code of conduct of the Fujitsu Way. 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 March 2015, the Statement was translated into 21 languages^{*2} and delivered to employees.

^{*2} 21 languages include:

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

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

CSR Policy and Promotion Framework

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.

Regarding these priority issues, we have set Medium-Term Targets to be achieved in FY 2020, and are steadily advancing initiatives through periodic reviews by the CSR Board Meeting and the CSR Promotion Committee

The Fujitsu Group leverages the framework of ISO26000, the international standard for social responsibility, and follows a PDCA cycle that begins with an annual survey of Group companies. To further strengthen our compliance-related activities, we have formulated and are operating our Global Compliance Program (GCP).

Looking ahead, we will disclose and share our progress within and outside the company, and will move forward with CSR activities that are an integral part of management.



Mitsuya Yasui
Corporate Executive Officer

- Global Compliance Program (GCP)
<http://www.fujitsu.com/global/about/csr/management/compliance/>

*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.

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.

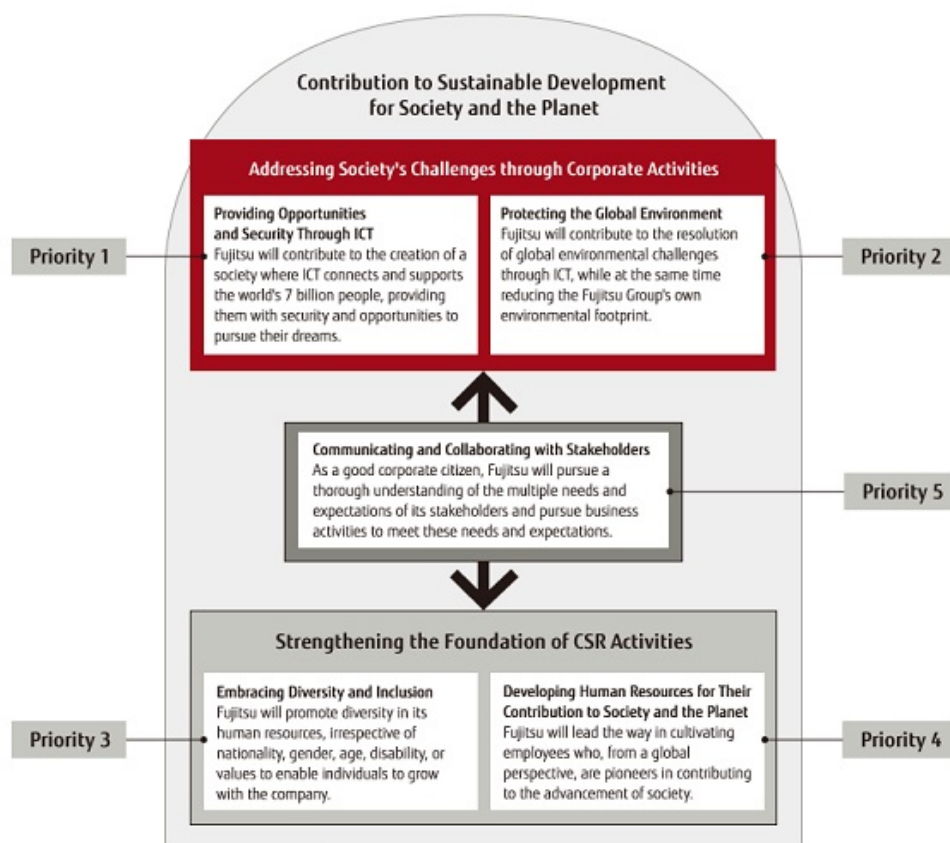
Five Priority Issues

In setting priorities for the Fujitsu Group, 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.

In FY 2016, toward the revision of our priority issues (materiality), we will draw on movements in global sustainability, including the most recent UN SDGs^{*2}. By reflecting the opinions of internal stakeholders (unit heads and higher) through online questionnaires, we will determine priority issues within the CSR Board Meeting as shared issues for the Group overall.

^{*2} UN SDGs (Sustainable Development Goals):

New global targets for environmental and developmental issues, intended as successors to the UN Millennium Development Goals that reached their achievement deadline in 2015. An agreement to begin formulating the SDGs was reached at the United Nations Conference on Sustainable Development (Rio+20) in June 2012.



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 2015 Targets	FY 2015 Performance	FY 2016 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"> Held Global CSR Board Conferences twice to deliberate key matters and determine policies for CSR activities. Elected personnel in charge of executing matters decided by the CSR Board, and launched the Execution Personnel Meetings. 	<ul style="list-style-type: none"> Review key issues and determine new policies, based on materiality assessment. Enhance the CSR Board Conferences and the Local Execution Personnel Meetings. 	<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"> Issued Integrated Report 2015. Held human rights workshop in Americas. Launched human rights education (e-learning) for all Group employees worldwide. 	<ul style="list-style-type: none"> Enhance the integrated reports. Improve and execute internal processes based on international norms and industry standards. 	<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"> Delivered a top message from the President and all global regional heads to all employees on the topic of respect for human rights. Held a briefing and lecture on Integrated Report 2015. 	<ul style="list-style-type: none"> Enhance the CSR community within the Group, including global sites. Further enhance information transmission by utilizing the internal website. Continue 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.

Priority 1 Providing Opportunities and Security Through ICT

Targets and Achievements

Category	FY 2015 Targets	FY 2015 Performance		FY 2016 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 research into alternative resources Expanded solutions for preventing and reducing disasters and traffic issues in and out of Japan. Promoted the introduction of cloud technology in the domestic and overseas agricultural, education, and transportation sectors. 	★ ★ ★	<ul style="list-style-type: none"> Expand examples for solving social issues through means including the use of computers. 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 sale and functional improvement of meeting support systems for those with hearing disabilities, and continuous development of multilingual capabilities. Added new business and field pilot projects in countries in Southeast Asia, Middle East, and so on, including disaster prevention, agriculture, and transportation issues. 	★ ★ ★	<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.

Category	FY 2015 Targets	FY 2015 Performance	FY 2016 Targets	Medium-Term Targets (FY 2020)
Reliability and Security through ICT	<ul style="list-style-type: none"> Continue security training. Strengthen security tie-ups with governments and international institutions. Promote the adoption of communication platforms at Fujitsu Group companies overseas. Expand solutions based on in-house adoption. 	<ul style="list-style-type: none"> Continued implementation of security training for Fujitsu employees, including executives (participation rate 99.3%). Implemented public-private study aimed at cyber crime investigation and damage prevention, with related organizations such as the Tokyo Metropolitan Police Department. Implemented a communication platform in desired locations for Fujitsu Group companies overseas. (Approximately 91%) Provided Global Managed Security Service based on in-house practical knowledge cultivated within the Group, including overseas companies. 	<ul style="list-style-type: none"> Further implement security training thoroughly. Deepen coordination with the government and international institutions. Complete implementation of a communication platform in desired locations of Fujitsu Group companies overseas. Further expansion of solutions based on in-house adoption 	<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 secure environments where personal and proprietary information is protected.

Priority 2 Protecting the Global Environment

Targets and Achievements

Category	FY 2015 Targets ^(*)	FY 2015 Performance	FY 2016 Targets ^(*)	Medium-Term Targets (FY 2020)
Our Society	<ul style="list-style-type: none"> Reduce greenhouse gas emissions for our customer and society over 38million tons by ICT. Support initiatives that address the complex social and environmental challenges, e.g. biodiversity conservation. 	<ul style="list-style-type: none"> 39.99 million tons. (Japan : 25.64 million tons, overseas: 14.36 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"> Contribute to sustainable development of society through provision of ICT services Achieve top-level energy efficiency of more than 50% of the newly developed products. 	<ul style="list-style-type: none"> Reduce carbon emissions in Japan by 30 million tons annually by 2020 through the provision of advanced, energy-efficient technologies and solutions, thus contributing to lowering worldwide greenhouse gas emissions. Fujitsu plans to address every area of the

Our Business	<ul style="list-style-type: none"> ● Reduce greenhouse gas emissions in our business facilities by 20% compared to FY1990. ● Reduce CO₂ emissions per sales from transport over 1% (on average) compared to FY2013. ● Increase generation capacity and procurement of renewable energy. 	<ul style="list-style-type: none"> ● Reduced by 34.7% compared to FY1990 ● Reduced by 15% compared to FY 2013. ● Purchased 28,000 MWh of green power. 	★ ★ ★	<ul style="list-style-type: none"> ● Reduce greenhouse gas emission over 5% compared to FY2013 by the end of FY 2018. ● Reduce CO₂ emissions per sales from transport over 2% each year. ● Increase usage of renewable energy. 	<p>Leadership Declaration of the Business and Biodiversity Initiative, with specific initiatives underway before 2020.</p> <ul style="list-style-type: none"> ● Seeks to offer world-class overall energy efficiency in all of its business areas (software and services, hardware, electronic devices, others).
---------------------	---	--	-------------	--	---

(*1) All items in the Fujitsu Group Environmental Action Plan (Stage VII):

<http://www.fujitsu.com/global/about/environment/approach/plan/stage7/index.html>

(*2) All items in the Fujitsu Group Environmental Action Plan (Stage VIII):

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

Priority3 Embracing Diversity and Inclusion

Targets and Achievements

Category	FY 2015 Targets	FY 2015 Performance		FY 2016 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. ● 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"> ● 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 	★ ★ ★	<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"> ● 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. 	<p>dissemination activities throughout the entire global Fujitsu Group.</p> <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" (53 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 : 4.8% - Ratio of employees with disabilities : 2.04% 	★ ★ ★	<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.

Category	FY 2015 Targets	FY 2015 Performance	FY 2016 Targets	Medium-Term Targets (FY 2020)
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: 272. Male employees taking paternity leave: 463. 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.

Priority4 Developing Human Resources for Their Contribution to Society and the Planet

Targets and Achievements

Category	FY 2015 Targets	FY 2015 Performance	FY 2016 Targets	Medium-Term Targets (FY 2020)
Working to Develop Employees Who Can Support a Truly Global ICT Company	<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"> Systematically carried out training programs to develop next-generation business leaders (77 participants). * Long-term training includes persons currently in classes 	<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 2015 Targets	FY 2015 Performance	FY 2016 Targets	Medium-Term Targets (FY 2020)
Stakeholder Communications	<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"> ● Promoted collaboration among related internal units through the creation of an integrated report site. ● Implemented Implement regular dialogue with local residents and companies for neighborhood development (86 times). 	<ul style="list-style-type: none"> ★ ● Reconsider global CSR communication. ● 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"> ● 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"> ● Implemented the following activities to expand the reach of ICT together with stakeholders. <ul style="list-style-type: none"> - Workshop at World Scout Jamboree - Support for learning by refugees in their native languages - ICT seminars for senior citizens - Government-hosted ICT seminars for youth 	<ul style="list-style-type: none"> ★ ● Relationship-building with local governments, NGOs, international organizations, and other diverse stakeholders through our main business, and initiatives to resolve social issues aimed at achieving the sustainable development goals (SDGs) promoted by the UN. 	<ul style="list-style-type: none"> ● Fujitsu Group employees practice optimal collaboration with stakeholders in delivering value which meets society's needs.

	FY 2015 Targets	FY 2015 Performance		FY 2016 Targets	Medium-Term Targets (FY 2020)
Harmony with Society	<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"> ● Introduced activities to the entire Group through social contribution activity incentives and announcements. ● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> - Expand the internal database of social contribution activities and improve precision. <ul style="list-style-type: none"> · Number of registrations in FY2015: 949 - Promote various measures for encouraging volunteer activities. 	★ ★	<ul style="list-style-type: none"> ● Promote horizontal expansion and activation throughout the group through social contribution activity incentives and announcements. ● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> - Expand the internal database of social contribution activities and improve precision. - 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.

Organization Promoting CSR

Strengthening the Global CSR Governance Structure

From April, 2015, to promote and disseminate Fujitsu Group's global CSR activities, we are enhancing our governance structure. Specifically, we have established a "CSR Board Meeting" as a platform for the heads of four regions^{*3} to provide their opinions and discuss regional issues, policies and initiatives implemented by Liaison Delegates (LDs) and at the individual office level. Furthermore, the Fujitsu Group has newly established a "CSR Global Community". This will be utilized as 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.

*3 Four regions:

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

Fujitsu Group 1st CSR Board Meeting



Heads of region and Liaison Delegates



Corporate Executive Officers and members of the relevant departments from headquarters

Today, the social responsibility borne by global companies has become a shared theme in countries and regions around the world, and we must earnestly align ourselves more closely with global standards in order to achieve the rapid globalization of business. At the second CSR Board Meeting held in October 2015, the following initiatives were put to discussion.

Key Acknowledgements Approved at the 2nd CSR Board Meeting

Approved Item	Policy / Measures
Group management (Human rights/labor-related)	Adoption of a human rights due diligence process (Creation of and distribution of posters on human rights, production and implementation of e-learning, etc., based on collaboration with Shift, a U.S. human rights non-governmental organization, as well as on the UN Guiding Principles on Business and Human Rights)
Supplier management (CSR procurement-related)	<ul style="list-style-type: none"> • Revision status of the Fujitsu Group's purchasing documentation (CSR Procurement Guidelines, CSR Promotion Guidebook, etc.) • Initiatives aimed at conformance with the EICC (Electronic Industry Citizenship Coalition), including use of EICC self-assessment tools, etc.
Information disclosure (reporting)	Creation of CSR reports and integration reports based on international guidelines and frameworks
Revision of CSR Policy / materiality (priority issues)	Implementation of three processes to identify new materiality <ul style="list-style-type: none"> • Step 1: Identification of social issues related to our business from among the materiality candidates (UN SDGs/GRI4.0/ISO26000/SASB^{*4}, etc.). • Step 2: Creation of materiality (draft) by incorporating comments from stakeholders • Step 3: Finalization of materiality through CSR Board Meeting discussions across the Group

^{*4} SASB: The Sustainability Accounting Standards Board

CSR Promotion Committee

To promote CSR management across the entire Fujitsu Group, the CSR Promotion Committee has been established under the chairmanship of the Corporate Executive Officer (EVP, Head of Legal, Compliance & IP Unit) 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.

Implementing CSR Activities Utilizing ISO 26000

Strengthening Global CSR Management in the Fujitsu Group

In order to engage in CSR activities integrated with management, since FY 2012 the Fujitsu Group, along with the related departments below, have conducted CSR surveys based on ISO 26000, the international standard for social responsibility, aimed at Group companies in Japan and overseas.

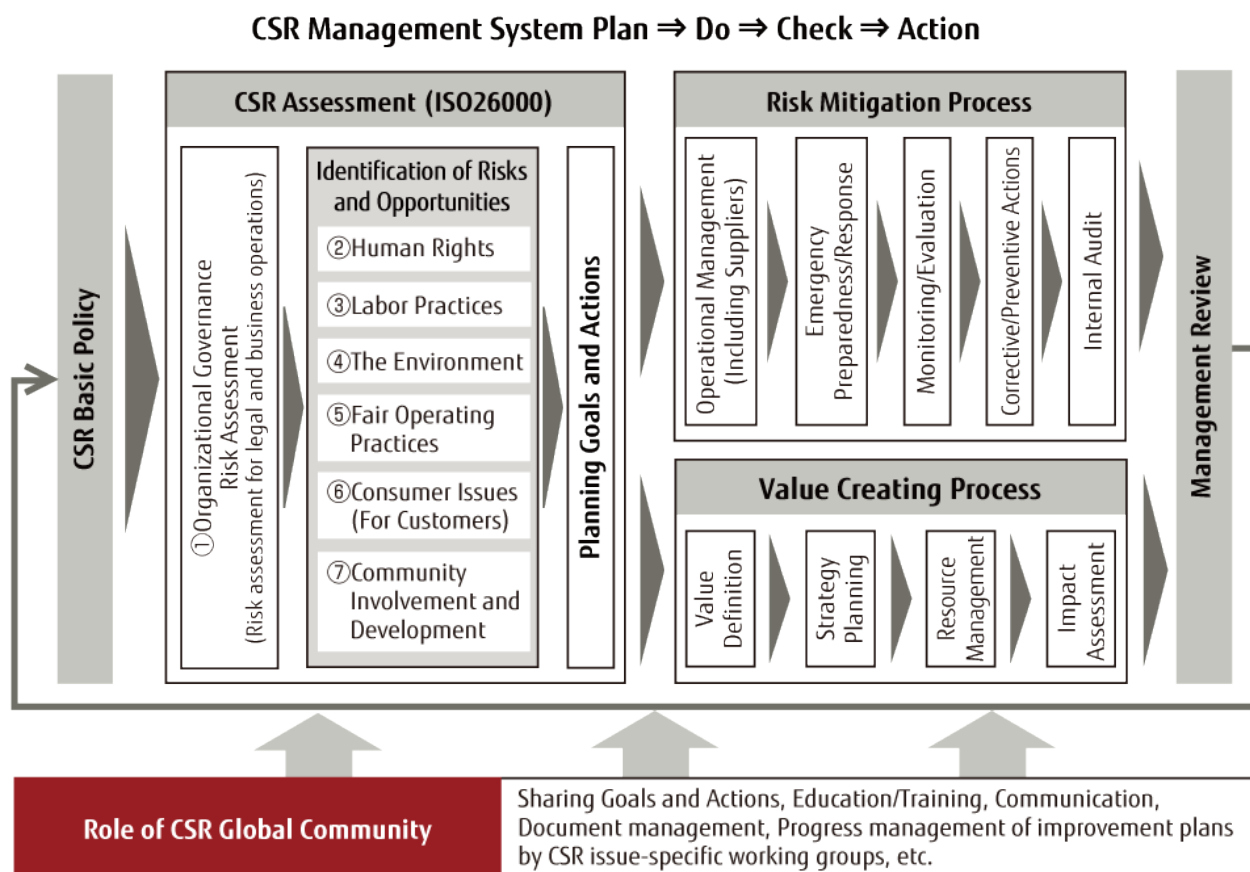
The purpose of this monitoring is to ensure that our two initiatives of risk mitigation and value creation are taken up at all Group companies. First, in terms of risk mitigation, we will establish prevention and correction processes (due diligence) to minimize the effects of latent human rights and 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 (Project office: CSR Division)

ISO 26000 (The seven core subjects)	Department(s) in charge
Organizational Governance	FUJITSU Way Office, CSR Division, Corporate Affairs and Risk Management Unit
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 (for customers)	Corporate Brand Office, Corporate Quality Management Unit
Community Involvement	Corporate Affairs and Risk Management Unit

In FY 2016, we are implementing a CSR management system for Group companies, structured as shown below. Specifically, while assessing the expectations and demands toward issues by each company's stakeholders, we will implement autonomous and continuous improvement processes through the CSR management system in each company in cooperation with related departments by supporting the formulation of goals and action plans, as well as the execution of initiatives aimed at those issues.

CSR Management System and Role of CSR Global Community (Operational images)



We also plan to establish CSR Global Community, a new platform to support the development of CSR management systems in Group companies. This Community will be a mechanism for two-way communication of goals and action plans, reviewed and approved by CSR Board Conferences or other levels of management, among Group companies (CSR Officer/staff, etc.), as well as for reflecting these in companies' CSR management. Specifically, we will make the Community a space for discussion across the Group, including sharing policies and initiatives between headquarters and Group companies, consideration of issues and solutions, and progress meetings for individual working groups.

Through this Community, we will work to strengthen governance in the entire Group and improve the quality of management through active exchanges of ideas and discussion between headquarters and Group companies, while supporting workplace activities by each Group company.

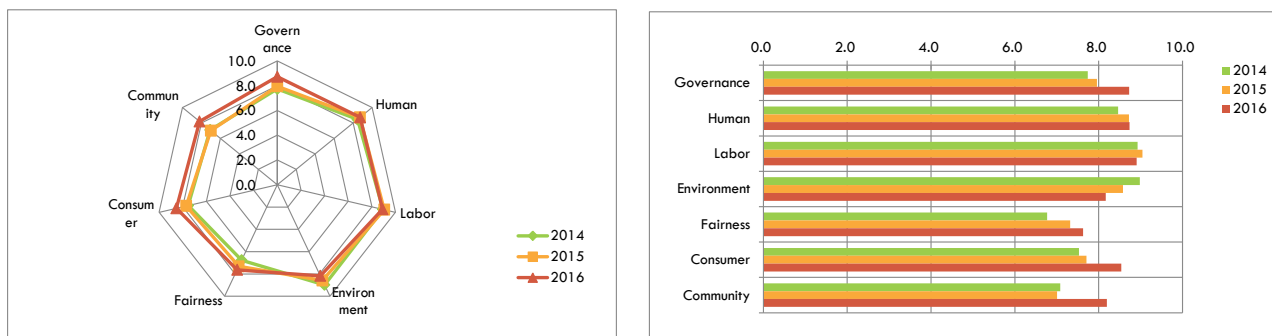
Continuous efforts and Future Development of CSR Surveys Based on ISO26000

As in the previous year, in FY 2015 we conducted the CSR (ISO26000) / Governance Survey, targeting 100 Fujitsu Group companies (73 in Japan and 27 overseas). Marking the fourth year of the survey, we renewed the CSR survey system with respect to the points below, as a part of organizing the CSR promotion framework for the entire Group.

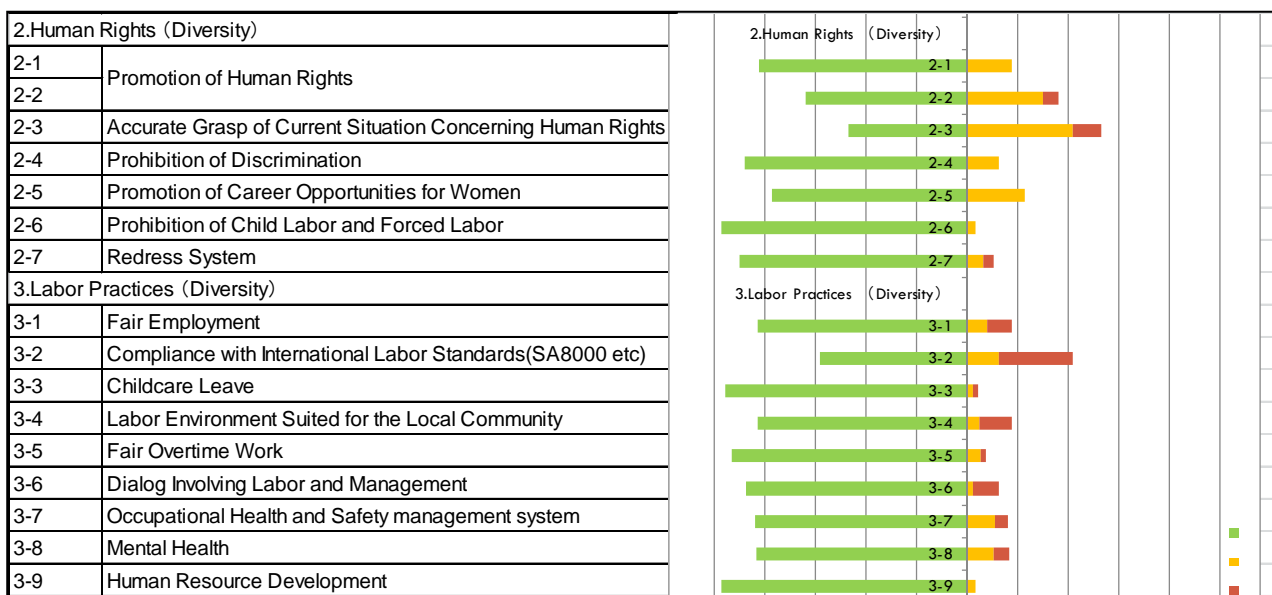
- Identification of key ISO26000 items based on major international standards (GRI, DJSI, EICC, etc.)
- Improvement of the relevance of policies, initiatives, etc., in collaboration with related departments
- Increased speed of aggregation/analysis and centralized management of risk assessment data by shifting to a Web-based management system

Making use of this survey, we will continuously scrutinize management issues in accordance with the status of each Group company and based on the 7 core subjects of ISO26000. In addition, while constructing a PDCA cycle for headquarters and Group companies, we will promote organization of the CSR framework throughout the Group.

Secular Changes in the Entire Group (image)



Survey Results by Theme (image) (Example below covers "Human Rights" and "Labor Practices")



Our Approach to Human Rights

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.

Human Rights Due Diligence Scheme

In accordance with the above Fujitsu Group Human Rights Statement, the Fujitsu Group is engaged in the construction of a Human Rights Due Diligence Scheme that identifies the human rights impacts of our business activities throughout the entire global value chain, as well as prevents and mitigates any negative impacts.

Major initiatives in FY2015

- Conducted a written survey with 100 domestic and overseas group companies based on the ISO26000 standards to investigate the status of human rights initiatives.
- Conducted a written survey with approximately 500 business partners to investigate the implementation status of CSR activities including human rights
- Revised our procurement-related documents (CSR Procurement Guideline and CSR Deployment Guidebook for suppliers), and applied these throughout the Fujitsu Group
- Conducted CSR implementation audits at 6 overseas suppliers (7 sites)
- Held a CSR procurement workshop by Fujitsu Group personnel involved in procurement to promote understanding and collaboration
- Distributed posters at sites in Japan and overseas and launched e-learning for all employees in order to communicate the Fujitsu Group Human Rights Statements
- Held workshops at North American sites to promote understanding of human rights and to discuss human rights issues

In FY2016, we will continue to exchange ideas with experts around the world, and, while working to make human rights issues clear in our company, will implement specific measures under global-level collaboration.

- Human Rights Initiatives

<http://www.fujitsu.com/jp/about/csr/employees/humanrights/>

Communicating the Fujitsu Group Human Rights Statement within the company

In order to communicate the Fujitsu Group Human Rights Statement throughout the company, we created posters timed with Human Rights Day on the theme of "Business and Human Rights," and posted these at approximately 230 sites in Japan and overseas.

In addition, to increase awareness of human rights issues in every employee, we developed an e-learning program for all employees with regard to "business and human rights," and rolled out the program for about 50,000 employees in the group companies overseas. In FY2016, we plan to implement the program for about 90,000 employees in the group companies in Japan.



"Business and Human Rights" poster (Pattern 1 at left, Pattern 2 at right)

Topics

"Business and Human Rights" Workshop in North America

In November 2015, in Texas, U.S., Fujitsu held a "Business and Human Rights" workshop for relevant parties in the company. The workshop hosted 29 participants, primarily senior management from sites in the U.S. It leveraged the knowledge of Shift, a U.S. non-profit organization engaged in business and human rights, to create understanding of the respect for human rights that is demanded of companies. The participants engaged in active discussions of human rights issues pertaining to the Fujitsu Group.

In FY2016, we will hold similar workshops in other regions as we undertake initiatives at the global level.



"Business and Human Rights" workshop in the U.S.

Initiatives for Preventing Forced Labor and Child Labor

The Fujitsu Group has stipulated that it will not use forced labor or child labor. In FY 2015, we conducted a written CSR survey based on the ISO26000 standard among our 100 related companies in and outside Japan. Through that survey, we confirmed information on initiatives for the prevention of forced labor and child labor.

We also make our business partners aware of the Fujitsu Procurement Guideline, which includes provisions on the elimination of forced labor and child labor. In FY 2015, we asked our approximately 500 primary suppliers to complete a written survey on the status of CSR initiatives, including steps for the elimination of forced labor and child labor.

- Basic Policy on CSR (CSR activities applying ISO26000)
<http://www.fujitsu.com/global/about/csr/vision/iso26000/index.html>
- With Our Suppliers
<http://www.fujitsu.com/global/about/csr/activities/society/procurement/index.html>

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 2015, contained in the Fujitsu Group CSR Report 2016 (PDF Version).

(<http://www.fujitsu.com/global/documents/about/resources/reports/sustainabilityreport/2016-csrreport/fujitsu-csr-gri-2016-e.pdf>)

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

External Assessments

Social and environmental activities in the Fujitsu Group are highly evaluated worldwide, and the group has been continuously included among major External Assessments stock indices and funds listed below.

Status of Inclusion in SRI-related Stock Indices

<p>Dow Jones Sustainability Indices (World, Asia Pacific)</p> <p>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 16 times in 4 consecutive years. In 2015, Fujitsu was the first company to be elected as the group leader in the industry to which Fujitsu belongs. (Only 24 companies worldwide have been elected to this position.)</p>	<p>MEMBER OF</p> <p>Dow Jones Sustainability Indices</p> <p>In Collaboration with RobecoSAM</p>
<p>RobecoSAM Sustainability Award</p> <p>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 received the highest "Gold Class" award in the industry to which Fujitsu belongs.</p>	 <p>ROBECOSAM Sustainability Award Gold Class 2016</p>
<p>FTSE4Good Index Series</p> <p>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 7 consecutive years.</p>	 <p>FTSE4Good</p>
<p>UN Global Compact 100</p> <p>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 3 consecutive years.</p>	 <p>100 SUSTAINABILITY STOCK INDEX 2015-2016 powered by Sustainalytics</p>
<p>oekom research</p> <p>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.</p>	<p>Corporate Responsibility</p> <p>rated by</p> <p>oekom research</p> <p>Prime</p>
<p>Ethibel Sustainability Index (ESI) (Excellence Register)</p> <p>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.</p>	 <p>member of the INVESTMENT REGISTER</p> <p>ETHIBEL EXCELLENCE</p>
<p>Morningstar Socially Responsible Investment Index</p> <p>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, 2016)</p>	 <p>MS-SRI</p>