



Global Responsible Business

- Human Rights, Diversity and Inclusion -

Based on the Fujitsu Way Code of Conduct, the Fujitsu Group will ensure to underlay the spirit of "Respect for human rights" for all our corporate and individual activities, and we will strive to have 130,000 Group employees around the world accept diverse human resources and embrace individuality without bias toward nationality, gender, age differences, or disabilities.

Human Rights

Goal

Long-term Goal to be achieved by FY2030

In alignment with the UN Guiding Principles for Human Rights and Fujitsu Group's Human Rights statement, Fujitsu will respect all aspects of Human Rights; for our employees, our supply chain and for our customers, partners and society as a whole. Based on this understanding, Fujitsu Group will operate an effective Human Rights Due Diligence across all of our activities.

- ↳ [Our Approach](#)
- ↳ [Organizational Structure and Regular Reviews](#)
- ↳ [Activities to Raise Awareness of Human Rights](#)
- ↳ [Education on Human Rights](#)
- ↳ [Framework for Feedback on Efforts to Promote Respect for Human Rights](#)
- ↳ [Initiatives to Prevent Forced Labor and Child Labor](#)
- ↳ [Achievements in FY2018](#)

Our Approach

The shared values articulated in the Code of Conduct of the FUJITSU Way are guidelines for each employee to follow when conducting their daily business operations. Prime among them is "We respect human rights", a principle that underpins all our corporate activities. We are working to ensure that this concept becomes an integral part of the day-to-day actions of all employees in the group.

In December 2014, the Fujitsu Group released the "Fujitsu Group Human Rights Statement" to promote activities that respect human rights in accordance with this Code of Conduct, as set out in the FUJITSU Way. The statement has been prepared in 21 languages, including Japanese and English, with the aim of ensuring that it becomes embedded in the corporate culture of all our group companies. Fujitsu has also set out the "FUJITSU Guiding Principles of Respect for Human Rights in Employment" to ensure that respect for human rights in regard to employment becomes firmly entrenched.

Fujitsu has publicly announced its support for the ten principles of the United Nations Global Compact^(*1) based on universal principles regarding human rights and rights at work, such as the "Universal Declaration of Human Rights" and the International Labor Organization's (ILO) "Declaration on Fundamental Principles and Rights at Work". We will continue to drive management practices that respect human rights.

*1 Ten principles of the United Nations Global Compact: The compact identifies ten principles in the four areas of human rights, labor practices, the environment, and anti-corruption, which corporations should uphold.

- Fujitsu Group Human Rights Statement
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-human-rights-statement_en.pdf
- FUJITSU Guiding Principles of Respect for Human Rights in Employment
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-principles-of-respect-for-human-rights-in-employment_en.pdf

In March 2019, the Fujitsu Group announced the "Fujitsu Group AI Commitment" as an initiative in the areas of Artificial Intelligence (AI) and ethics. This commitment is a set of guidelines that the Fujitsu Group will adhere to as a corporate entity engaged in businesses relating to the research and development, supply, and operation of AI-related technologies. The Fujitsu Group aims to create further value for customers and society through the safe and secure use of AI, as the deployment of this rapidly advancing technology becomes increasingly widespread.

- Fujitsu Group AI Commitment
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-ai-commitment-201903_en.pdf

Organizational Structure and Regular Reviews

In accordance with the "Fujitsu Group Human Rights Statement" referred to above, the Fujitsu Group is engaged in building a Human Rights Due Diligence Scheme that identifies the human rights impacts of our business activities throughout the entire global value chain, while also preventing and mitigating any negative impacts.

As part of this activity, we interviewed personnel across a wide range of departments in Fujitsu and exchanged ideas with Japan-based as well as international experts. In doing so, we identified three key areas where our business activities have a major impact; supply chain, employees, and customers and end users. We are now engaged in activities to address human rights issues in these areas.

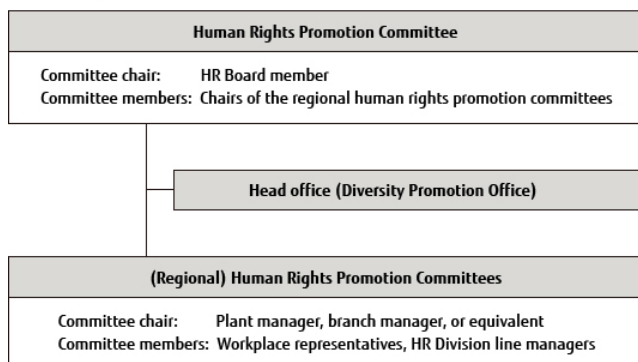
In order to further drive Human Rights Due Diligence, within the Human Rights and Diversity pillar of our global responsible business activities, we have established a structure of regular meetings for those responsible for promoting human rights in each of Fujitsu's operating regions. We will monitor the progress being made toward achieving our goals and KPIs in this area and continue to exchange ideas on Human Rights Due Diligence.

Activities to Raise Awareness of Human Rights

The Fujitsu Group has established a Human Rights Promotion Committee which is chaired by the board member in charge of human resources. In addition, in 24 Fujitsu work locations within Japan we have set up Regional Human Rights Promotion Committees comprising regional workplace representatives. These bodies implement activities that promote respect for human rights. We have also created similar committees in approximately 80 group companies within Japan.

The head office of the Human Rights Promotion Committee regularly checks on the status of activities and issues with the regional and group company committees. Findings are used by the Human Rights Promotion Committee to summarize activities and set policy directions on an annual basis to drive ongoing, structured educational activities that promote respect for human rights. In order to communicate and entrench the Fujitsu Group Human Rights Statement in the culture of all group companies, we created "Business and Human Rights" posters and displayed them in approximately 230 work locations in Japan and other countries.

Human Rights Promotion Structure



Initiatives led by the Human Rights Promotion Committee



Education on Human Rights

Based on the policy directions set by the Human Rights Promotion Committee, Fujitsu and the group companies within Japan conduct education and training activities using course content that is common across the company as well as content targeting issues specific to a region or group company. There are training programs that all employees undertake when joining the company and upon promotion, as well as other training programs held year-round. These training programs cover various human rights issues, including discrimination against minorities, workplace harassment, understanding of LGBT issues, and human rights issues related to business operations. At Fujitsu, we believe it is crucial for a culture of understanding to be championed by senior management in order to instill respect for human rights. Therefore, we conduct training for newly appointed executives in Fujitsu and our group companies in Japan that addresses our approach to corporate activities based on international human rights standards. Moreover, the Fujitsu Group has developed an e-learning program on "Business and Human Rights" that is intended for

all group employees and aims to heighten awareness about human rights issues for every member of staff. As at the end of FY2018, approximately 100,000 employees of group companies, both in Japan and other countries, had undertaken this training program.

Framework for reporting and consulting on Human Rights issues

The Fujitsu Group conducts its business activities worldwide in close collaboration with local communities. As stated in the Fujitsu Way, we have established systems to engage in human rights-related consultations and information gathering both inside and outside the company, in order to listen to and understand the opinions of various parties.

The Fujitsu Group has created an intranet-based system for all Fujitsu Group employees to consult and provide input on human rights-related issues. Within Japan, Fujitsu has set up Human Rights Consultation Service facilities in 16 locations. The matters discussed are reported to the Human Rights Promotion Committee and regularly communicated to auditors, with careful consideration given to ensuring that personal information and privacy are respected. The objective is to understand the utilization status of this consultation service as well as to put in place initiatives designed to prevent recurrences of any breaches. The Fujitsu Group has established the Compliance Line/Fujitsu Alert to receive reports and offer consultations related to compliance issues, including human rights issues, from all Fujitsu Group employees, customers, suppliers and other third parties globally. The Fujitsu Group has also set up the Compliance Line for Suppliers in Japan as a channel for receiving reports from suppliers in Japan regarding any actions that are potential or actual instances of non-compliance in our purchasing activities.

- Global Compliance Program
<https://www.fujitsu.com/global/about/csr/compliance/#anc-03>

Initiatives to Prevent Forced Labor and Child Labor

The Fujitsu Group has stipulated that it will not use forced labor or child labor. Every year, the Fujitsu Group conducts a written CSR survey based on the ISO 26000 standard in order to check on our initiatives for preventing forced labor and child labor.

We also make our stakeholders aware of the Fujitsu Group CSR Procurement Guideline, which includes provisions on the elimination of forced labor and child labor. Furthermore, we request our suppliers to complete a written survey on the status of CSR initiatives including steps to eliminate forced labor and child labor.

- Implementing CSR Activities Utilizing ISO 26000
<https://www.fujitsu.com/global/about/csr/vision/policy/index.html>
- Implementing CSR Activities Utilizing ISO 26000
<https://www.fujitsu.com/global/about/csr/procurement/index.html>

Achievements in FY2018

Fujitsu Initiatives Addressing Human Rights Issues in Three Areas of Human Rights Due Diligence

Areas	Human Rights Issues	Major Activities in FY2018
Supply chain	Work environment / conflict minerals	<ul style="list-style-type: none"> Revised the name of the "Fujitsu Group Policy on Conflict Minerals" to the "Fujitsu Group Policy on Responsible Minerals Sourcing" and expanded the range of applicable minerals Conducted a CSR Survey to check the adoption status of the RBA Code of Conduct by suppliers (208 key companies we purchase goods from) and actioned the feedback from the survey results Notified "manufacturing subcontractors" and "manufacturing employment agencies" of the Fujitsu Group CSR Procurement Guideline and requested these companies to submit their written agreement to the guideline Conducted RBA Code of Conduct adoption audits of nine suppliers Confirmed the compliance status with the RBA Code of Conduct at Fujitsu group manufacturing sites Conducted RBA Code of Conduct adoption mock audits of three group manufacturing sites in Japan and elsewhere
Employees	Discrimination and harassment / working hours	<ul style="list-style-type: none"> Conducted a written survey of 97 group companies in Japan and other countries based on the ISO 26000 standard, to check on the status of initiatives promoting respect for human rights In addition to expressing Fujitsu's support for the UN's "Standards of Conduct for Tackling Discrimination against LGBTI people" we invited external experts to speak on this topic at a liaison meeting, which the President and all executives attended. This provided an opportunity to think about how to create workplaces and a society which are inclusive, irrespective of a person's sexual orientation or gender identification. Continued training for new and promoted employees, as well as human rights training by region throughout Japan, with the aim of preventing various forms of discrimination and harassment Conducted group-wide "Barrier-Free Minds" workshop (group-based training and e-learning) aimed at establishing workplaces and a society in which everyone can participate actively, whether disabled or not Reviewed internal systems, monitored ICT usage, and delivered management reforms to promote diversified, flexible workstyles that do not assume long working hours are necessary Conducted "Unconscious Bias" online training for all employees to help reveal underlying systemic discrimination while also further promoting diversity and inclusion Reviewed internal corporate regulations, documentation, and so on to ensure alignment with the RBA Code of Conduct
Customers and end users	Privacy and data security	<ul style="list-style-type: none"> Announced the "Fujitsu Group AI Commitment" and conducted an assessment of the impact of AI on human rights. We will systematically identify the points that should be taken into consideration for each industry and for the tasks in each occupation when promoting AI businesses and then refer to these points when planning specific measures.

Education on Human Rights Issues

- Employee training conducted by Fujitsu and group companies in Japan at various locations: 37,814 attendees
 - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- New employee training conducted by Fujitsu and group companies in Japan: 1,125 attendees (Fujitsu attendees)
 - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- Training for promoted employees conducted by Fujitsu and group companies in Japan: 2,796 attendees (Fujitsu attendees)
 - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- New executive training conducted by Fujitsu and group companies in Japan: 97 attendees
 - Training that addresses our approach to corporate activities based on international human rights standards

Activities to Raise Awareness of Human Rights Issues

- Held a contest in which employees of Fujitsu and group companies in Japan and their families devised slogans to promote human rights awareness: 6,590 submissions received
- Distributed human rights promotional leaflets to employees of Fujitsu and group companies in Japan
- Displayed posters promoting human rights awareness in the workplaces of Fujitsu and group companies in Japan

Diversity and Inclusion

Goal

Long-term Goal to be achieved by FY2030

Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves.

We will celebrate difference and ensure that people can succeed regardless of their personal identity, especially their gender, sexual orientation, gender identity, race, ethnicity, health, disability, and age.

- [Diversity and Inclusion Policy](#)
 [Diversity Promotion Framework](#)
 [Application of International Standards](#)
[Support of Female Employees](#)
[Employment and Support of People with Impairment](#)
[Support of Global Personnel](#)
[Support of a Healthy Work-Life Balance](#)
[Creating a More LGBT-Friendly Workplace](#)
[External Awards / Certifications](#)
[FY 2018 Performance](#)

Diversity and Inclusion Policy

Here at the Fujitsu Group, we engage in efforts to advance diversity and inclusion. These efforts are based on one of our corporate values: "We respect diversity and support individual growth." Nowadays, diversity refers not only to factors like gender, impairment, and nationality, but also to things like work style, communication style, and multi-culturalism, in a variety of different settings and from a variety of different perspectives.

We established the Global D&I Vision & Inclusion Wheel to reflect this expansion in definition. It acts as a guideline, helping further advance our efforts toward inclusion and diversity within our employees. This wheel expresses the Fujitsu Group's overall efforts as they relate to D&I, and also defines what D&I means for the Group. The Global D&I Vision states that our ultimate goal is for each and every employee to be able to express themselves and their individual strengths. The wheel also defines the vision, strategic goals, and focus areas required to realize this goal. We also clarify, through the Inclusion Wheel, that our efforts toward D&I will be wide-ranging, covering a diverse array of factors and fields, while staying rooted in our focus areas.

Global D&I Vision & Inclusion Wheel



Diversity Promotion Framework

Here at Fujitsu, we established the Diversity Promotion Office in 2008. The office, which is under the direction of the President and the Diversity Officer, engages in efforts to promote diversity and inclusion in all group companies.

The office regularly hosts meetings attended by all regional Diversity Promotion Representatives, where they share the issues and policies they have experienced/implemented in each region, and generate ideas as to global promotional policies. All group companies in Japan are also required to select a diversity promotion manager. These managers promote diversity in the Group as a whole by sharing information amongst each other during their meetings, strengthening their coordination with Fujitsu, helping standardize policies, and more.

We also conduct an annual survey on diversity aimed toward all employees, in order to maintain an awareness of our current circumstances with regard to diversity promotion. The survey, along with other sources of data, revealed four elements that needed to be addressed in our companies in Japan: boss management style, workplace environment, awareness among individual employees, and work-life balance. From these, we derived three focus areas—corporate culture reform, support for individual growth, and work-style reform—that we have prioritized for our efforts.

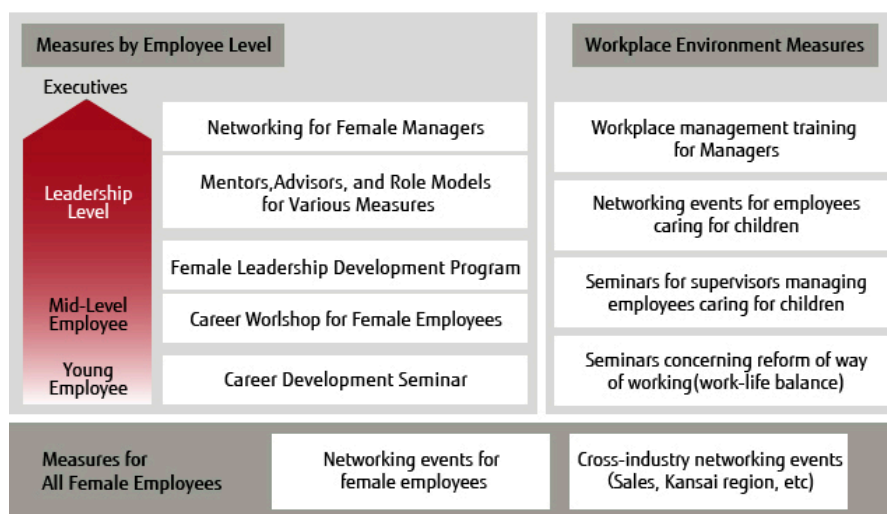
Application of International Standards

In FY 2017, the Fujitsu Group issued a CEO Statement of Support for the Women's Empowerment Principles, which were created by the UN Global Compact and UN Women. In doing so, we pledged our support of the principles. In FY 2018, we also became the first Japanese company to pledge our support to the UN's LGBTI Standards of Conduct, and have been proactive overall in our adaptation to global trends in diversity.

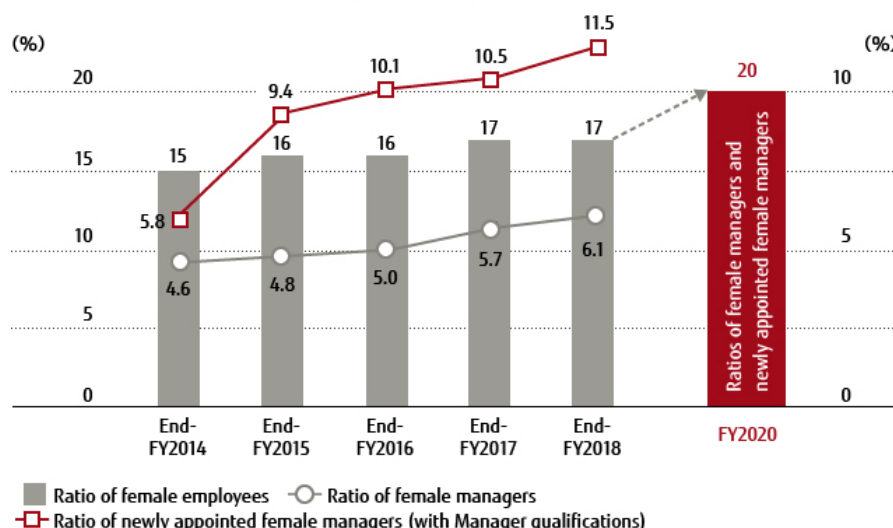
Support of Female Employees

Our current priority at Fujitsu is to meet the numerical goals we have set to increase the number of female managers in our group companies (20% female employees and 20% newly appointed female managers by 2020), and are currently working to fulfill these goals. These efforts involve nominating female employees from the leader level as candidates for top management, and establishing/implementing individually-tailored training programs for these employees alongside their workplace, the management, HR, and the Diversity Promotion Office. In addition to these kinds of management-track leadership programs, we also conduct workshops and events that allow female employees to reflect and build on their careers in other tracks as well. These act as pipelines to drive female employees to further advancement, and allow us to support the careers of each and every employee.

Female Employee Career Development Measures



Active Participation of Female Employees – Targets and Progress



Female Leadership Development Program

Since FY 2011, Fujitsu and its group companies in Japan have conducted a training program that aims to cultivate personnel for future leadership and managerial positions. This program is meant to support the long-term career development of female employees. Members chosen from each division gather for intensive courses and OJT, focused mainly on teamwork, over the course of approximately six months. Over this time, they develop management skills and learn to think in more career-oriented ways. At the end, each team makes their proposal to the management.

More than 60% of the employees that have gone through this program have been promoted, and it has had a definitive effect on the career development of female employees within the Group.



Presentation by program participants

Career Workshop for Female Employees

In order to further encourage the career development of female employees, Fujitsu and its group companies in Japan provide female employees opportunities to engage in dialogue with multiple role models, Fujitsu managers, and more. This workshop is open mainly to young female employees that are on a leadership track. Our goal with the workshop is to help eliminate any internalized prejudice as to their manager-level career development, expand their career options, and acquire the broader perspective needed to perform in high-level positions.

Career Development Seminar

Fujitsu and its group companies in Japan host seminars aimed toward a wide range of our female employees, in order to support their career development. Participants in the program attend lectures by in-house and external role models, engage in group discussion, and more in order to cultivate a more challenge-driven mindset, and a mid- to long-term perspective with regard to their career development and sustained growth in their respective companies.

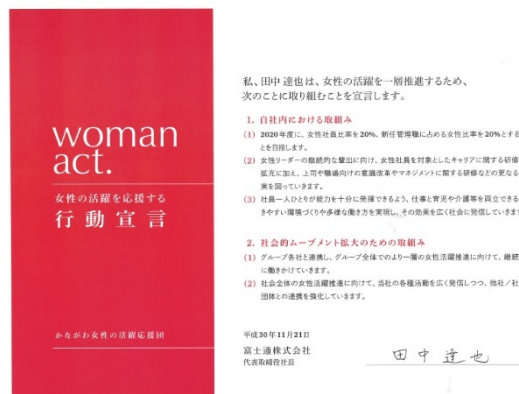
International Women's Day Events

The Fujitsu Group engages in various efforts in honor of International Women's Day, on March 8. On the global scale, we published short interviews with female employees in countries all over the world, on our in-house portal website. In Japan, we engaged in various efforts under the theme, "For the Continued Success of Women," hosting lectures by successful in-house role models,

lectures by industrial physicians as to the medical perspective on health and beauty, as well as networking sessions for female employees.

Support of the Kanagawa Women's Activity Support Group

The Kanagawa Women's Activity Support Group is made up of top male officials from well-known companies, administrative offices, universities, and other organizations that are headquartered (or have a major business office) in Kanagawa Prefecture, and that have been active in their support of women's career development. Supporting members share relevant initiatives in their own organizations through declarations of conduct, and in doing so, work to create and drive the women's career development movement in the area. In November 2015, Fujitsu became a supporting company of the group, and President Tanaka delivered a declaration of conduct aimed toward the expansion of the women's career development movement. The group now boasts 20 supporting organizations, and is working to vitalize relevant efforts in the area.



Declaration of Conduct

- Declaration of Conduct for Women's Activity Support
https://www.fujitsu.com/jp/documents/about/csr/diversity/Woman_act.pdf

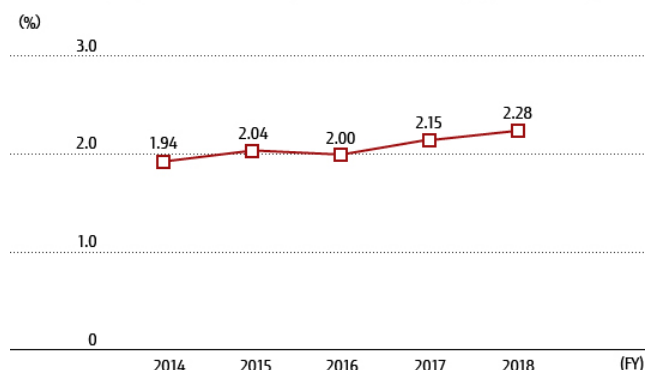
Employment and Support of People with Impairment

At Fujitsu, we do not impose restrictions on the types of jobs available to people with impairment. As such, there are people with impairment who work in a wide range of jobs, from sales staff to SEs, R&D staff, administrative staff, and more.

During the hiring process, we distribute pamphlets aimed toward job seekers with impairment. This pamphlet includes employee interviews, as well as information as to our stance on the employment of people with impairment, and the wide range of jobs available to them. In explaining how we provide an affirming and individually-oriented workplace for all, regardless of impairment, we hope to relieve them of any anxiety they may have about their employment. We also conduct long-term follow-up on these employees, from training until they become settled in their jobs, to encourage them to stay with us for the long term. Examples of this include special training programs when they enter the company, and workplace-oriented consultations so that each employee is able to perform to the best of their abilities.

We also created a manual for workplaces that are to receive employees with impairment, called the Work Style Guideline. It lists the things that employees should consider when working with employees with impairment, according to each type of impairment.

Trend in Employment Rate of People with Disabilities (Fujitsu Limited)



Impairment-Oriented Diversity Promotion Forum

Fujitsu hosts forums that aim to support people with impairment in the workplace. In FY 2018, the forum was held under the theme of developmental impairment for the very first time. It featured lectures from outside specialists and people with developmental impairment, as well as a workshop using a simulator.

Efforts for the International Day of Persons with Disabilities

The Fujitsu Group aims to go beyond fulfilling legally-mandated quotas, to creating a corporate culture conducive to the individual

expression and growth of all employees, regardless of impairment, and have established policies in order to accomplish this goal. On December 3, the International Day of Persons with Disabilities, we send out an internal newsletter in purple, in support of the international Purple Light Up event. On the global scale, we shared a webinar introducing relevant efforts being made in various regions, and in Japan, we held a screening event under the theme of hearing impairment.

Special Subsidiaries to Promote the Employment of People with Impairment

Fujitsu and its group companies in Japan have established special subsidiaries in order to provide people with impairment a wider range of workplaces. These subsidiaries work to cater to the unique needs of each and every individual, and create workplaces where they can thrive.

	Year Established	# of People with Impairment	Main Work Tasks	Business Office(s)
Fujitsu FSAS Inc.	1955	33	Repair of ATMs, PCs, and printed circuit boards; various tasks for Fujitsu maintenance services	Beppu
Fujitsu Harmony Limited	2013	105	Recycling; office environment work; health maintenance work; creation of free gifts; operational support of meetings/events; order/sale of box lunches; support of health check-ups	Kawasaki, Numazu, Shinagawa, Shibaura Yokohama, Shin-Koyasu, Aomori, Sapporo, Nagano, Sendai, Niigata, Omiya, Okinawa
Fujitsu Social Science Laboratory Limited	2017	12	In-house delivery tasks; office support; maintenance/management of office environment; recycling-related tasks	Kawasaki

Support of Global Personnel

Fujitsu works to create a corporate culture conducive to the individual growth and expression of all employees, regardless of nationality or ethnicity. We hire global personnel (international students, foreign university students, etc.) by participating in career events for international students both in and out of Japan, hosting our own seminars, accepting foreign university students as interns, and more. As a result, 391 employees with foreign nationality work at Fujitsu as of the end of March 2019.

In 2007, Fujitsu established the Integr8 project, which aims to support foreign employees and allow them to perform to the best of their abilities in the company. Through this project, we have worked to create a working environment that is more comfortable for our global personnel. As part of the project, we offer an intranet that provides explanations as to Japanese rules/regulations, HR procedures for business trips, visa acquisition procedures, information about food, clothing, and shelter, and more, to help these employees adapt more easily to the Fujitsu work environment and to their lives in Japan. There are also services that allow these employees to ask questions and receive consultation in English. The project has also been expanded to support the international integration of Fujitsu workplaces throughout the world. In order to accomplish this, we provide support for the establishment of global societies within the Fujitsu Group, host workshops to hear from our foreign employees and encourage them to share information, host networking events for new foreign employees and older foreign employees, and more.

Support of a Healthy Work-Life Balance

Fujitsu is working to establish a system that allows employees to better balance their work and private life, including such events as pregnancy, child care, and long-term care.

Fujitsu has established an Action Plan (*1) in accordance with the Law for Measures to Support the Development of the Next Generation, with regard to pregnancy and childbirth. We also provide babysitter subsidies, have in-house childcare facilities in our business offices, and offer a forum for employees returning from parental leave, to support their return to work and encourage them to create a network in their workplace. Since FY 2016, we have required that all applicable employees attend this seminar, and have worked to drive diversity management in general, for instance by increasing the frequency of seminars aimed toward the supervisors of employees with children, since FY 2017.

*1 Action Plan

The first Action Plan was implemented in 2005. This current one is the 6th Action Plan (April 1, 2018 – March 31, 2021).

- 6th Action Plan (96KB) (Japanese content only)
<https://www.fujitsu.com/jp/documents/about/csr/employees/system/season-6-action-plan.pdf>

In November 2015, we received the Platinum Kurumin certification from the Minister of Health, Labour and Welfare. This certification is only given to companies that establish action plans based on the Law for Measures to Support the Development of the Next Generation, receive the Kurumin certification, then go above and beyond with advanced initiatives to achieve a healthy work-life balance for their employees.

Since FY 2017, we have also hosted the Balancing Work and Long-Term Care seminar for employees involved in long-term care. The seminar provides an opportunity to learn basic knowledge about long-term care in general, including support policies both inside and outside of the company, the mental/emotional attitude needed, and the preparation that goes into providing long-term care.



Creating a More LGBT-Friendly Workplace

Fujitsu is working to drive deeper understanding of gender and sexual diversity in order to create a workplace where every employee can feel secure and comfortable and perform to the absolute best of their abilities. In 2016, we released a President's Message addressed to all employees of the Fujitsu Group, announcing our commitment to creating a more LGBT-friendly workplace and working towards diversity and inclusion within the group. In Japan, we have also worked to expand internal policies such as the provision of condolence money, vacation days, and leaves, to include same-sex partners as well.

Our efforts to raise Group-wide awareness include providing training on human rights, distributing leaflets, hosting lectures aimed toward managers, and sending messages through the intranet. In addition, we also host LGBT+Ally Meetings, where employees can engage in discussion with LGBT individuals, in order to expand the network of LGBT allies. In the past, we have hosted screening events under the theme of LGBT and LGBT allyship (2017: The Case Against 8 / 2018: Kalanchoe). In recent years, participants of these events have begun naturally to declare their LGBT allyship in the workplace, by putting stickers in rainbow colors (a symbol of respect for the LGBT community) on their office laptops, business card holders, and more.



Company volunteers participate in the parade

External Awards / Certifications

For the list of the awards given for our activities, please visit the following URL.

- External Recognition and Awards
<https://www.fujitsu.com/global/about/csr/evaluation/index.html>

FY 2018 Performance

Efforts Toward Corporate Culture Reform (Fujitsu)

- Held Companywide Diversity Promotion Forums: 300 participants
- Offered Unconscious Bias e-Learning class: 29,859 employees completed
- Held executive-oriented lecture (Japan): LGBT and Corporate Efforts (Lecturer: Masakazu Yanagisawa, good aging yells)

Efforts Toward Female Employee Career Development (Fujitsu)

- Female employee rate: 17.1 / Female manager rate: 6.15% / Newly-appointed female manager rate: 11.5%
- Held Female Leadership Development Program: 78 participants
- Held Female Employee Career Workshop: 48 participants
- Held Career Development Seminar (2 times): 146 participants
- Held International Women's Day event (Japan): 60 participants

Efforts Toward the Support and Employment of People with Impairment (Fujitsu)

- Rate of employment for people with impairment: 2.28% (June 2018)
- Held Diversity Promotion Forum for employees with impairment: 63 participants
- Held screening event for International Day of People with Disability, under the theme of hearing impairment (Japan)

Efforts Toward the Support and Employment of Global Personnel (Fujitsu)

- Held Integr8 workshop / events: 2 times

Efforts Toward the Support of a Healthy Work-Life Balance (Fujitsu)

- In-house childcare facilities: 2 facilities added in FY 2018 (3 total)
- Diversity Promotion Seminar for employees on parental leave: 2 times / 101 participants
Health advice from public health nurses, speeches by female executives with child-rearing experience, lectures by external speakers, group discussions
- Diversity Management Seminar for supervisors of employees with children: 2 times / 108 participants
Lectures about the characteristics of child-rearing female employees, lectures on management by external speakers, group discussions
- Number of Employees Utilizing Pregnancy and/or Childcare Policies, and Reinstatement/Retention Rates of Employees on Parental Leave

Number of Employees Utilizing Policies (FY 2018: Fujitsu) (Unit: # of employees)

	# of Users	Men	Women
Child Care Break	442	60	382
Family Care Break	17	12	5
Reduced Working Hours (Child Care)	841	19	822
Reduced Working Hours (Family Care)	9	3	6
Paternity Break	585	585	-

Reinstatement/Retention Rates After Parental/Long-Term Care Leave (FY 2018: Fujitsu)

	Reinstatement Rate	Retention Rate
Parental Leave	99.5%	97.8%
Family Care Leave	95%	71.4%