

# GRI Standards / United Nations Global Compact (UNGC) principles Comparison Table

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GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
GRI 102: General Disclosures			
1. Organizational profile			
102-1*	Report the name of the organization.	◆ <a href="#">Fujitsu Group Profile "Company Name"</a>	—
102-2*	Report the primary brands, products, and services	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a>	—
102-3*	Report the location of the organization's headquarters.	◆ <a href="#">Fujitsu Group Profile "Addresses"</a> [Reference] <a href="#">Organization</a>	—
102-4*	Report the number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	◆ <a href="#">Fujitsu Group Profile "Global Business System"</a>	—
102-5*	Report the nature of ownership and legal form.	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a> ◆ <a href="#">Fujitsu Group Profil "Headquarters"</a> [Reference] <a href="#">WEB(Worldwide)</a>	—
102-6*	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	◆ <a href="#">Fujitsu Group Profile "Main Business Activities "Break down of Revenue by Business Segment"</a>	—
102-7*	Report the scale of the organization, including: Total number of employees - Total number of operations - Net sales (for private sector organizations) or net revenues (for public sector organizations) - Total capitalization broken down in terms of debt and equity (for private sector organizations) - Quantity of products or services provided	◆ <a href="#">Fujitsu Group Profile "Revenue", "Capital", "Total Assets", "Employees", "Main Business Activities", "Global Business System"</a> ◆ <a href="#">Social Data "Employees in Fujitsu Group"</a> [Reference] <a href="#">Fujitsu at a Glance</a>	—
102-8*	a. Report the number of employees by employment contract (permanent and temporary), by gender. b. Report the number of employees by employment contract (permanent and temporary), by region. c. Report the number of employees by employment type (full-time and part-time), by gender. d. Report Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Report any significant variations (such as seasonal variations in the tourism or agricultural industries). f. Report an explanation of how the data have been compiled, including any assumptions made.	◆ <a href="#">Fujitsu Group Profile "Employees" "Global Business System"</a> ◆ <a href="#">Social Data</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
102-9*	Describe the organization's supply chain.	◆ <a href="#">Supply Chain</a>	
102-10*	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> <li>- Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>- Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)</li> <li>- Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.</li> </ul>	◆ <a href="#">Sustainability Report Framework</a> ◆ <a href="#">Integrated Report Financial Section</a>	—
102-11*	Report whether and how the precautionary approach or principle is addressed by the organization.	◆ <a href="#">FUJITSU Way and Group-wide Dissemination "Fujitsu's Framework for Dissemination Activities and Progress"</a> ◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Policy and Promotion Framework "Implementing CSR Activities Utilizing ISO 26000"</a> ◆ <a href="#">Risk Management</a> ◆ <a href="#">Environmental Policy at the Fujitsu Group</a> ◆ <a href="#">Response to Environmental Risks</a>	—
102-12*	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Policy and Promotion Framework "Implementing CSR Activities Utilizing ISO 26000"</a>	—
102-13*	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>- Holds a position on the governance body.</li> <li>- Participates in projects or committees.</li> <li>- Provides substantive funding beyond routine membership dues.</li> <li>- Views membership as strategic.</li> </ul>	◆ <a href="#">United Nations Global Compact</a>	—
<b>2. Strategy</b>			
102-14*	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	◆ <a href="#">Message from the President</a>	—
102-15	Provide a description of key impacts, risks, and opportunities.	◆ <a href="#">Risk Management "Business Risks"</a> ◆ <a href="#">Medium/Long-term Environmental Vision</a> ◆ <a href="#">Response to Environmental Risks</a>	—
<b>3. Ethics and integrity</b>			
102-16*	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	◆ <a href="#">Our Approach to CSR "The Fujitsu Group Philosophy "FUJITSU Way"</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
		<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a></li> <li>◆ <a href="#">Compliance "The Fujitsu Way Code of Conduct"</a></li> </ul>	
102-17	<p>Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.</p> <p>Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> <li>◆ <a href="#">Human Rights "Framework for Feedback on Efforts to Promote Respect for Human Rights"</a></li> </ul>	—
<b>4. Governance</b>			
102-18*	<p>Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> <li>◆ <a href="#">Environmental Management System</a></li> </ul>	—
102-19	<p>Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> </ul>	—
102-20	<p>Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> </ul>	—
102-21	<p>Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> </ul>	—
102-22	<p>Report the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> <li>- Executive or non-executive Independence</li> <li>- Tenure on the governance body</li> <li>- Number of each individual's other significant positions and commitments, and the nature of the commitments</li> <li>- Gender</li> <li>- Membership of under-represented social groups</li> <li>- Competences relating to economic, environmental and social impacts</li> <li>- Stakeholder representation</li> </ul>	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> </ul>	—
102-23	<p>Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> </ul>	—
102-24	<p>Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members,</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> <li>◆ <a href="#">Corporate Governance Report</a></li> </ul>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	including: <ul style="list-style-type: none"> <li>- Whether and how diversity is considered</li> <li>- Whether and how independence is considered</li> <li>- Whether and how expertise and experience relating to economic, environmental and social topics are considered</li> <li>- Whether and how stakeholders (including shareholders) are involved.</li> </ul>		
102-25	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>- Cross-board membership</li> <li>- Cross-shareholding with suppliers and other stakeholders</li> <li>- Existence of controlling shareholder</li> </ul> Related party disclosures	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> <li>◆ <a href="#">Corporate Governance Report</a></li> </ul>	—
102-26	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> </ul>	—
102-27	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> </ul>	—
102-28	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></li> <li>◆ <a href="#">Corporate Governance Report</a></li> </ul>	—
102-29	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a></li> <li>◆ <a href="#">Risk Management "Business Risks"</a></li> <li>◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a></li> </ul>	—
102-30	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a></li> <li>◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a></li> </ul>	—
102-31	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and	<ul style="list-style-type: none"> <li>◆ <a href="#">Risk Management "Risk Management Reviews"</a></li> </ul>	

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	opportunities.		
102-32	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a>	—
102-33	Report the process for communicating critical concerns to the highest governance body.	◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a> ◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a> ◆ <a href="#">Risk Management "Business Continuity Management"</a>	—
102-34	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	—	—
102-35	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> <li>- Fixed pay and variable pay:</li> <li>- Performance-based pay</li> <li>- Equity-based pay</li> <li>- Bonuses</li> <li>- Deferred or vested shares</li> <li>- Sign-on bonuses or recruitment incentive payments</li> <li>- Termination payments</li> <li>- Clawbacks</li> <li>- Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	◆ <a href="#">Corporate Governance "Policy on the Determination of Executive Compensation"</a> ◆ <a href="#">Corporate Governance Report</a>	—
102-36	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	◆ <a href="#">Corporate Governance "Policy on the Determination of Executive Compensation"</a> ◆ <a href="#">Corporate Governance Report</a>	—
102-37	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-38	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—
102-39	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all	—	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	employees (excluding the highest-paid individual) in the same country.		
5. Stakeholder engagement			
102-40*	Provide a list of stakeholder groups engaged by the organization.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a>	—
102-41*	Report the percentage of total employees covered by collective bargaining agreements.	◆ <a href="#">Performance Evaluation and Compensation / Work Environment"FY2018 Results"</a>	1, 3
102-42*	Report the basis for identification and selection of stakeholders with whom to engage.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a> ◆ <a href="#">Stakeholder Dialogue</a>	—
102-43*	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	◆ <a href="#">Stakeholder Dialogue</a>  <Customers, International Society, Local Community> ◆ <a href="#">Working With Our Customers</a> ◆ <a href="#">Quality Initiatives</a> ◆ <a href="#">Approach to Social Contribution Activities</a>  <Suppliers> ◆ <a href="#">Supply Chain</a>  <Employees> ◆ <a href="#">Diversity and Inclusion</a> ◆ <a href="#">Human Rights</a> ◆ <a href="#">Performance Evaluation and Compensation / Work Environment</a> ◆ <a href="#">Health and Safety</a> ◆ <a href="#">Health Management</a> ◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a>	1~10
102-44*	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	◆ <a href="#">Stakeholder Dialogue</a> ◆ <a href="#">Working With Our Customers "The Fujitsu Customer Contact Center and Fujitsu Contact Line"</a>	—
6. Reporting Practice			
102-45*	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	◆ <a href="#">Fujitsu Group Profile"Main Business Activities"</a> ◆ <a href="#">Sustainability Data Book Framework</a> ◆ <a href="#">Integrated Report Financial Section</a> [Reference] <a href="#">Organization</a>	—
102-46*	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a>	—
102-47*	List all the material Aspects identified in the process for defining report content.	◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
102-48*	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-49*	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-50*	Reporting period (such as fiscal or calendar year) for information provided.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-51*	Date of most recent previous report (if any).	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-52*	Reporting cycle (such as annual, biennial).	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-53*	Provide the contact point for questions regarding the report or its contents.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-54*	Report the 'in accordance' option the organization has chosen.	◆ GRI Guideline/UNGC 10 Principles Comparison Table ◆ <a href="#">Third Party Verification Report</a>	—
102-55*	Report the GRI Content Index for the chosen option.	◆ GRI Guideline/UNGC 10 Principles Comparison Table ◆ <a href="#">Third Party Verification Report</a>	—
102-56*	Assurance a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	◆ <a href="#">Third Party Verification Report</a>	—
<b>GRI 103: Management Approach</b>			
103-1*	For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization	◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a> ◆ <a href="#">Sustainability Data Book Framework</a>	—
103-2	Disclosures on Management Approach (DMA) a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	◆ <a href="#">Human Rights "Our Approach"</a> ◆ <a href="#">Diversity and Inclusion "Diversity and Inclusion Policy"</a> ◆ <a href="#">Diversity and Inclusion "Diversity Promotion Framework"</a> ◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a> ◆ <a href="#">Human Resource Development and Career Design "Policy"</a> ◆ <a href="#">Human Resource and Career Design "Promotion Framework and Periodic Review"</a> ◆ <a href="#">Quality Initiatives "Quality Policy"</a> ◆ <a href="#">Quality Initiatives "Our Approach to Promoting Quality Assurance"</a> ◆ <a href="#">Supply Chain "CSR Procurement Guideline"</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
		<ul style="list-style-type: none"> <li>◆ <a href="#">Social Contribution Activities "Approach to Social Contribution Activities"</a></li> <li>◆ <a href="#">Environmental Policy at the Fujitsu Group</a></li> <li>◆ <a href="#">Medium/Long-term Environmental Vision</a></li> <li>◆ <a href="#">Environmental Management System</a></li> </ul>	
103-3	<p>An explanation of how the organization evaluates the management approach</p> <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	<ul style="list-style-type: none"> <li>◆ <a href="#">Human Resource Development and Career Design "Promotion Framework and Periodic Review"</a></li> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Environmental Management System</a></li> </ul>	—
<b>GRI 201: Economic Performance</b>			
201-1	Direct economic value generated and distributed.	—	—
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	◆ <a href="#">Response to Environmental Risks</a>	7, 8, 9
201-3	Coverage of the organization's defined benefit plan obligations.	[Reference] <a href="#">Integrated Report Financial Section</a>	—
201-4	Financial assistance received from government.	—	—
<b>GRI 202: Market Presence</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	—	—
202-2	Proportion of senior management hired from the local community at significant locations of operation.	—	—
<b>GRI 203: Indirect Economic Impacts</b>			
203-1	Development and impact of infrastructure investments and services supported.	<ul style="list-style-type: none"> <li>◆ <a href="#">Social contribution activities that value people</a></li> <li>◆ <a href="#">Social contribution activities contributing to the development of science and technology</a></li> </ul>	8, 9
203-2	Significant indirect economic impacts, including the extent of impacts.	—	—
<b>GRI 204: Procurement Practices</b>			
204-1	Proportion of spending on local suppliers at significant locations of operation.	—	—
<b>GRI 205: Anti-corruption</b>			
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	—	10
205-2	Communication and training on anti-corruption policies and procedures.	<ul style="list-style-type: none"> <li>◆ <a href="#">FUJITSU Way and Group-wide Dissemination "Fujitsu's Framework for Dissemination Activities and Progress"</a></li> <li>◆ <a href="#">Compliance "FY 2018 Accomplishments"</a></li> </ul>	10
205-3	Confirmed incidents of corruption and actions taken.	—	—



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GRI 206: Anti-competitive Behavior			
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—	—
GRI 301: Materials			
301-1	Materials used by weight or volume	◆ <a href="#">Material Balance</a>	
301-2	Recycled input materials used	—	
301-3	Reclaimed products and their packaging materials	—	
GRI 302: Energy			
302-1	Energy consumption within the organization	◆ <a href="#">Material Balance</a>	
302-2	Energy consumption outside of the organization	◆ <a href="#">Material Balance</a>	
302-3	Energy intensity	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
302-4	Reduction of energy consumption	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a> ◆ <a href="#">Environmental Performance Data Calculation Standards</a>	
302-5	Reductions in energy requirements of products and services	◆ <a href="#">Development of Top-Level Energy Efficient Products</a> ◆ <a href="#">Environmental Performance Data Calculation Standards</a>	9
GRI 303: Water			
303-1	Water withdrawal by source	—	
303-2	Water sources significantly affected by withdrawal of water	—	
303-3	Water recycled and reused	—	
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	
304-2	Significant impacts of activities, products, and services on biodiversity	—	
304-3	Habitats protected or restored	◆ <a href="#">Social contribution activities that value people</a>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	
GRI 305: Emissions			

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305-1	Direct (Scope 1) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-2	Energy indirect (Scope 2) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-3	Other indirect (Scope 3) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-4	GHG emissions intensity	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
305-5	Reduction of GHG emissions	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
305-6	Emissions of ozone-depleting substances (ODS)	—	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	◆ <a href="#">Material Balance</a>	
GRI 306: Effluents and Waste			
306-1	Water discharge by quality and destination	◆ <a href="#">Material Balance</a>	
306-2	Waste by type and disposal method	◆ <a href="#">Limiting Amounts of Waste Generated</a> ◆ <a href="#">Material Balance</a>	
306-3	Significant spills	—	
306-4	Transport of hazardous waste	—	
306-5	Water bodies affected by water discharges and/or runoff	—	
GRI 307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	◆ <a href="#">Case Studies</a>	
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	—	
308-2	Negative environmental impacts in the supply chain and actions taken	—	
GRI 401: Employment			
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	◆ <a href="#">List of Employee related Indicators "Employees"</a> ◆ <a href="#">Performance Evaluation and Compensation / Work Environment "FY2018 Results"</a>	—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	◆ <a href="#">Performance Evaluation and Compensation / Work Environment "Employee Benefits Program"</a>	—
401-3	Return to work and retention rates after parental leave, by gender.	◆ <a href="#">Social Data "Using the Care Leave and Short Work Hours system"</a>	6
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes,	—	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	including whether these are specified in collective agreements.		
GRI 403: Occupational Health and Safety			
403-1	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a>	1
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	◆ <a href="#">List of Employee related Indicators "Occupational Safety and Health"</a>	—
403-3	Workers with high incidence or high risk of diseases related to their occupation.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a> ◆ <a href="#">Risk Management "Business Continuity Management"</a>	1
403-4	Health and safety topics covered in formal agreements with trade unions.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a>	—
GRI 404: Training and Education			
404-1	Average hours of training per year per employee by gender, and by employee category.	◆ <a href="#">Human Resource Development and Career Design "FY 2018 Results"</a>	—
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	◆ <a href="#">Human Resource Development and Career Design "Career Design Support"</a>	6
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	—	—
GRI 405: Diversity and Equal Opportunity			
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	◆ <a href="#">Social Data "Board of Directors"</a> ◆ <a href="#">Social Data "Diversity"</a>	1, 6
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	—	—
GRI 406: Non-discrimination			
406-1	Total number of incidents of discrimination and corrective actions taken.	—	—
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a> ◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a> ◆ <a href="#">Compliance "Global Compliance Program"</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
GRI 408: Child Labor			
408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a></li> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> </ul>	—
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a></li> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> </ul>	—
GRI 410: Security Practices			
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	—	—
GRI 411: Rights of Indigenous Peoples			
411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	—	—
GRI 412: Human Rights Assessment			
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	◆ <a href="#">Human Rights "Achievements in FY2018"</a>	—
412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<ul style="list-style-type: none"> <li>◆ <a href="#">FUJITSU Way and Group-wide Dissemination "FY 2018 Performance"</a></li> <li>◆ <a href="#">Human Rights "Achievements in FY2018"</a></li> </ul>	1
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	—	—
GRI 413: Local Communities			
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	—	8
413-2	Operations with significant actual and potential negative impacts on local communities.	—	7, 8
GRI 414: Supplier Social Assessment			
414-1	Percentage of new suppliers that were screened using labor practices criteria.	—	—
414-2	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	—	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
GRI 415: Public Policy			
415-1	Total value of political contributions by country and recipient/beneficiary.	—	—
GRI 416: Customer Health and Safety			
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a> ◆ <a href="#">Supply Chain "FY2018 Results"</a>	9
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a>	—
GRI 417: Marketing and Labeling			
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	—	—
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a>	—
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	◆ <a href="#">Working With Our Customers "Advertising and Promotion Policy"</a>	—
GRI 418: Customer Privacy			
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	◆ <a href="#">Information Security</a>	—
GRI 419: Socioeconomic Compliance			
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	◆ <a href="#">Compliance 「Our Response to Compliance Issues」</a>	—