



## Global Responsible Business

### - Health and Safety -

According to our corporate policy "to ensure a safe and comfortable working environment", the Fujitsu Group gives the first priority in all business activities to protect the health and safety of our employees both in mind and body, by providing a healthy and safe work environment tailored to the different cultures in which we operate.

## Occupational Health and Safety

### Goal

#### WHAT FUJITSU ASPIRES TO BE

The Fujitsu Group's first priority in all business activities is to protect the health and safety of our employees both in mind and body by providing a safe and healthy work environment tailored to the different cultures in which we operate.

- We will foster a culture that does not tolerate accidents, incidents and poor safety performance.
- We will ensure safety is a core business value, and make safety important and personal in order to influence people's decisions and behavior
- We will completely eliminate the loss of business opportunities due to preventable illnesses, injuries, and unexpected work-related accidents

#### GOALS FOR FY2022

The Fujitsu Group will maintain a safe and comfortable working environment, and promote employees' mental and physical health in every workplace.

- KPIs :
- Zero occurrences of serious accidents
  - Implementing health and safety-related management reviews at the global level, conducted once a year

## Policy

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The Fujitsu Group has established a Health and Safety Policy, and we promote group-wide efforts to set up safe, pleasant working environments and create a workplace culture that will ensure the health and safety of our employees.

#### Fujitsu Group's Health and Safety Policy

Ensuring the health and safety of Fujitsu's employees is one of the most important management topics, and it is given the highest priority in all of Fujitsu's business activities.

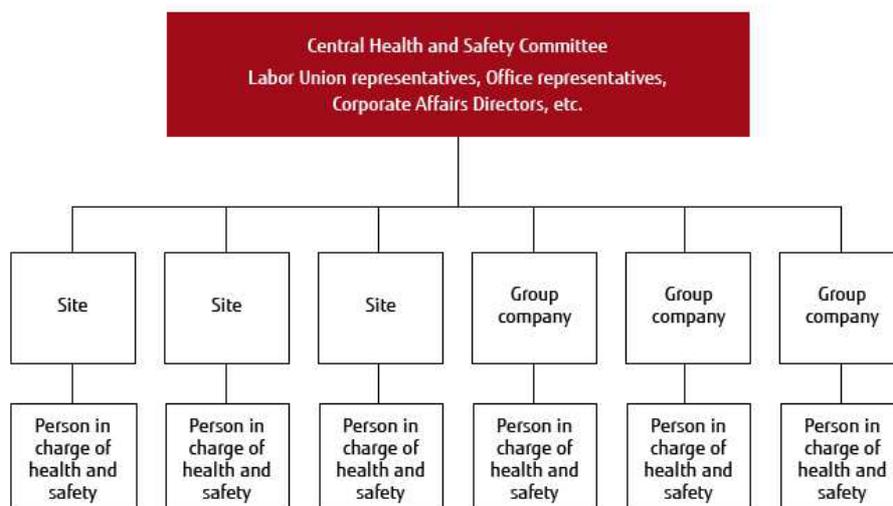
## Promotion Framework and Regular Reviews

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The Fujitsu Group has established a Central Health and Safety Committee to coordinate the activities of the health and safety committees at individual business sites. The Central Health and Safety Committee is comprised of the executives in charge of the Human Resources Unit and Health Promotion Unit, and representatives and others from the Labor Union. It meets once per year to share information and report to management and those in charge at each location about the confirmed status of disasters that have occurred at business sites, and about preventative measures, while also formulating Group-wide health and safety related policies.

The health and safety management organizations at individual business sites hold monthly Health and Safety Committee meetings. These committees establish policies suited to the unique characteristics of each site and work to create healthier, safer workplaces in accordance with policies related to the Occupational Health and Safety Management System. These health and safety management organizations also survey the worksites to check and improve anything that is potentially dangerous or could lead to occupational accidents, and they conduct risk assessments. Some business sites have obtained OHSAS 18001 international health and safety standard certification. In addition, we are currently building a structure at the global level to promote health and safety.

### Structure for Promoting Health and Safety



## Efforts to Improve Occupational Health and Safety

The Fujitsu Group works toward health and safety with the goal of having zero occupational accidents. Our efforts to boost awareness for the prevention of occupational accidents include health and safety training at each division, and encouraging exercise habits that help prevent falls. Starting in FY 2014 we have also been conducting voluntary inspections and getting third-party verifications from specialists to reduce the risk of accidents at manufacturing sites.

### Occupational Health and Safety Training

Fujitsu and our group companies provide health and safety training, as well as health education that raises health awareness. Training is also conducted on-site for the particular work environments present at each individual business site.

### Infectious Disease Countermeasures

In response to the novel coronavirus, we have thoroughly adopted a working style based on working from home, so that our employees around the world can work safely and with peace of mind. We have also switched from face-to-face meetings to online meetings and conference calls, and as a general rule, we have banned overseas business trips and long-distance business trips within Japan. In addition, we have developed and disseminated guidelines for working from home, and taken measures to review our internal operations and fulfill our social responsibilities, so that we can carry out operations smoothly, regardless of environment.

On the other hand, in order to exercise consideration for employees so that they will not experience issues from a physical and mental health perspective due to the increase in remote work, and to respond to those employees and their families who are having difficulty working due to the closure of places like schools, day care centers and kindergartens, and nursing care facilities, we have newly established the following special leave as a temporary measure.

- Special leave: All employees receive 10 days of special leave (100% fully paid), which is separate from their annual and accumulated leave
- Family support leave: Employees who are having difficulty working due to their need to support children who are elementary school age or younger, or family members who require long-term care, will receive family support leave (at 80% of their wages) in addition to special leave

As office environments, we are implementing measures such as appropriately controlling the percentage of employees in the office, having seat layouts which take social distancing into account, making alcohol-based disinfectant available, and managing

records of where people sit in non-fixed seating, in order to provide workplace environments where employees can work safely and with peace of mind.

We have also set up a consultation service for infectious disease countermeasures, and disseminated information to our employees on how to prevent and combat the spread of infectious diseases to our employees.

## Overseas Health and Safety Efforts

The Occupational Health and Safety Groups in each region are moving forward with comprehensive region-driven approaches to promote thorough awareness of occupational health and safety compliance and preventive measures, in accordance with the laws of each country.

In the EMEIA region, we have focused on collecting and utilizing data on the occurrence of occupational accidents to promote the prevention of occupational accidents since FY 2018. In FY 2019, we established an incident management system across the EMEIA region.

The EMEIA region sets specific medium- to long-term objectives that include specific measures such as these, and works diligently to foster a culture that is not permissive of occupational accidents, while also strengthening governance, establishing management systems, and developing human resources and skills.

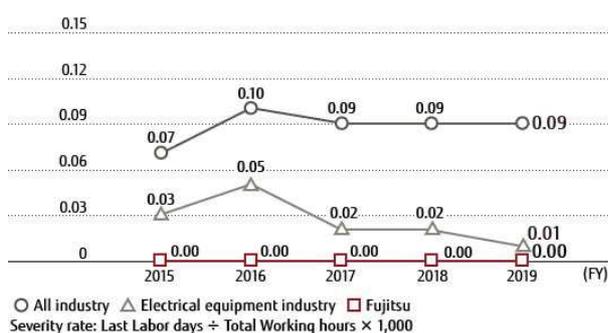
In the future, in order to make improvements so that our occupational health and safety activities will be globally unified, we intend to set up a Global Occupational Health and Safety Committee that will drive these activities forward. As a precursor to those efforts, we have endorsed the themes of the World Day for Safety and Health at Work, which is organized by the International Labor Organization (ILO), and are moving forward with widespread global awareness campaigns for employees that relate to their occupational health and safety.

## FY 2019 Results

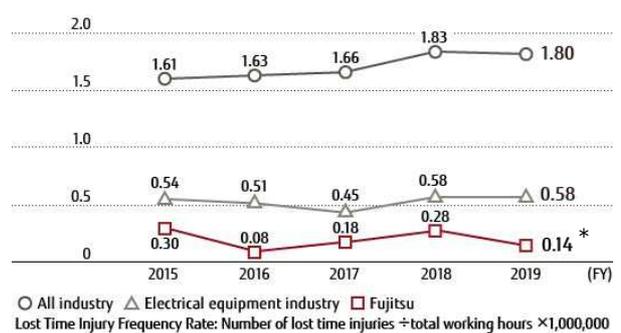
### Occupational Accident Occurrences (Fujitsu and group companies in Japan)

Fujitsu and domestic group companies provide health and safety training and health education in order to raise health awareness. We also provide training at each of our offices that is tailored to the workplace environment.

Transition of Severity Rate



Transition of Lost Time Injury Frequency Rate



\* Indicator assured by third party

### Group Companies with OHSAS 18001 Certification

- PFU Techno Wise Limited
- Fujitsu Australia Limited

## **ISO45001-Certified Group Companies**

FDK Corporation (Takasaki Plant, Tottori Plant)

Fujitsu Services Ltd

Fujitsu Technology Solutions SA

## **Details of Education and Training Efforts**

Health and Safety training for new employees (approximately 1,600 employees/year) (Fujitsu and group companies in Japan)

- Learning basic knowledge for preventing occupational accidents, and fundamental tips for managing personal health

Health and Safety training for business sites (approximately 3,300 employees/year) (Fujitsu and group companies in Japan)

- Traffic safety training: Seminars that include case examples, aimed at preventing traffic accidents
- Safety training for laboratories: Learning about laws and regulations pertaining to laboratories, points to note when conducting experiments, and how to manage chemicals