

CORPORATE SOCIAL RESPONSIBILITY POLICY

Version 2.1
GDCI Quality Management System
Fujitsu Public

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1 Objective

The Fujitsu Group is member of the United Nations Global Compact. By upholding the Global Compact's ten principles in the four areas of human rights, labor, environment and anti-corruption as well as actively implementing corporate social responsibility (CSR) initiatives [based on Fujitsu Group CSR Policy established in December 2010 : (<http://www.fujitsu.com/global/about/responsibility/philosophy/policies/>)], Fujitsu is promoting responsible management as a global company while contributing to the building of a sustainable society. As a Fujitsu group company, Fujitsu Consulting India Private Limited ("FCI") is committed to Corporate Social Responsibility based on a similar philosophy of building a sustainable society. The objective of this policy is to define broad guidelines in relation to the CSR activities of FCI in conformity with the provisions of the Companies Act, 2013.

2 Scope

This policy applies to all FCI locations in India. The Company may pursue any or all of the following activities to meet its' corporate social responsibilities in line with the CSR principles defined at organization level:

- Eradicating extreme hunger and poverty;
- Promotion of education;
- Promotion of gender equality and empowering women;
- Reducing child mortality and improving maternal health;
- Combating human immune-deficiency virus, acquired immune-deficiency syndrome, malaria and other diseases;
- Ensuring environmental sustainability;
- Employment enhancing vocational skills;
- Undertaking social business projects;
- Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women; and
- Such other matters as may be prescribed under the law.

3 CSR Principles

- We are committed to provide 'Education to the children from the underprivileged society' irrespective of their gender, cast or religion. Education would mean all areas related to regular education streams taught in the Indian school curriculum such as Languages, Math, Science, Social Science, Art & Craft, Sports, and Computers.
- We are committed to facilitate the transition to a low-carbon economy by supporting 'Green initiatives'. We actively assess and manage the environmental impacts of all our operations.
- We will continually benchmark and evaluate what we do in order to improve our CSR performance.

4 CSR Philosophy

- To FCI, CSR is about people and their transformation.
- CSR is a leadership function and ensures that the responsibility transcends down to all levels and is converted into a 'collective sensitivity and effort'.

- The projects undertaken connect with its associates and create opportunities for them to participate in those programs thus providing platform for 'collective responsibility'.
- CSR function is not considered as a cost to the company nor is equated with charity.
- It is not a part of brand building.
- Projects in different areas are undertaken periodically based on the criteria that resonate with the community.
- FCI collaborates with its partners in different locations to meet their CSR objectives.
- Surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the Company.

5 CSR Strategies & Governance

- CSR projects, programs and activities are monitored by the CSR committee constituting of the Board of Directors of FCI.
- CSR activities shall be governed through the defined CSR process available in Quality Management System.
- FCI annually reviews its social responsibility fundamentals by utilizing ISO26000 framework, together with more than 100 Fujitsu Group companies.