

# Fujitsu Australia and Aotearoa New Zealand Office of Purpose

Responsible Business Report  
2021-22



*Fujitsu acknowledges First Nations Custodians  
of Country and recognises their continuing  
connection to land, sea, culture and community.  
We pay our respects to Elders past and present.*

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**Fujitsu's purpose is to make the world more sustainable by building trust in society through innovation.**

By building new possibilities that connect people, technology and ideas, we are creating a more sustainable world where anyone can advance their dreams. Combining our integration capabilities with innovative technologies, we help drive our customer and partner success, and are moving forward to a sustainable world. We call this 'Fujitsu Uvance'.



Trusted Society



Healthy Living



Consumer Experience



Sustainable Manufacturing



Digital Shifts



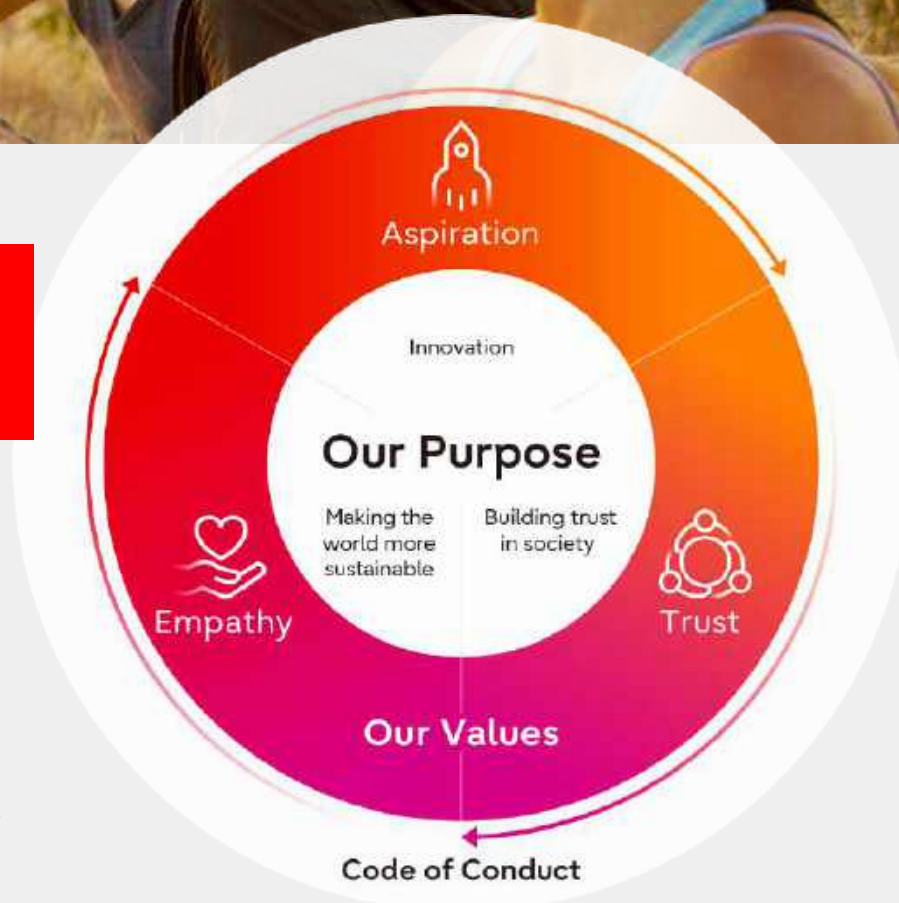
Business Applications



Hybrid IT



## Working the Fujitsu Way



'The Fujitsu Way' is central to how we work as a globally responsible business. It consists of our purpose, values (*aspiration, trust and empathy*) and Code of Conduct.

In [Australia](#) and [Aotearoa New Zealand](#), the Office of Purpose (OOP) drives responsible business across all parts of the business. Its goal is for Fujitsu to be an inclusive employer of choice and to create sustainable impact on communities and clients. Through this work, Fujitsu is also making impactful contributions to the United Nations (UN) Sustainable Development Goals (SDGs).



## Issues that matter to our customers and communities

Research shows that material environment, social and governance (ESG) factors have a significant impact – both positive and negative – on business revenue growth, solution development, customer satisfaction and employee attraction.

During Financial Year 2021 (FY 21), we completed our first sustainability materiality analysis, which provided us with a formal review and prioritisation of Fujitsu's ESG risks and opportunities.

We engaged with 80 internal and 14 external stakeholders through in-depth research and interviews overseen by a third party using best practice methodology.

The output of this assessment was a priority matrix, which highlighted what ESG factors mattered most to our internal and external stakeholders. Having a sense of materiality helps us prioritise things which have the greatest impact.

### 27 material topics identified based on desktop review, internal and external engagement



## Working together to create impact

During FY 21, we leveraged insights from the materiality assessment to inform our ESG Framework, overseen by the OOP and contributed to by diverse functions such as:



Risk Management and Business Continuity



Legal and Compliance



Procurement



People and Culture



Work Health and Safety

Our approach and performance over FY 21 relating to the issues considered most material by Fujitsu are covered in this report. We invite you to explore, share and become part of our journey towards purposeful impact.



# Environmental sustainability

With sustainability at the core of [Fujitsu's purpose](#), we prioritise making our own operations more sustainable, and work with our customers, partners and suppliers to help them solve their own sustainability challenges.

Sound environmental management is an important part of Fujitsu's overall management responsibility. We measure our performance through an environmental management system (EMS) certified to ISO14001 across all our sites in Australia and Aotearoa New Zealand. Dedicated site representatives manage environmental risks and controls at each premises, monitoring and improving operational environmental performance.



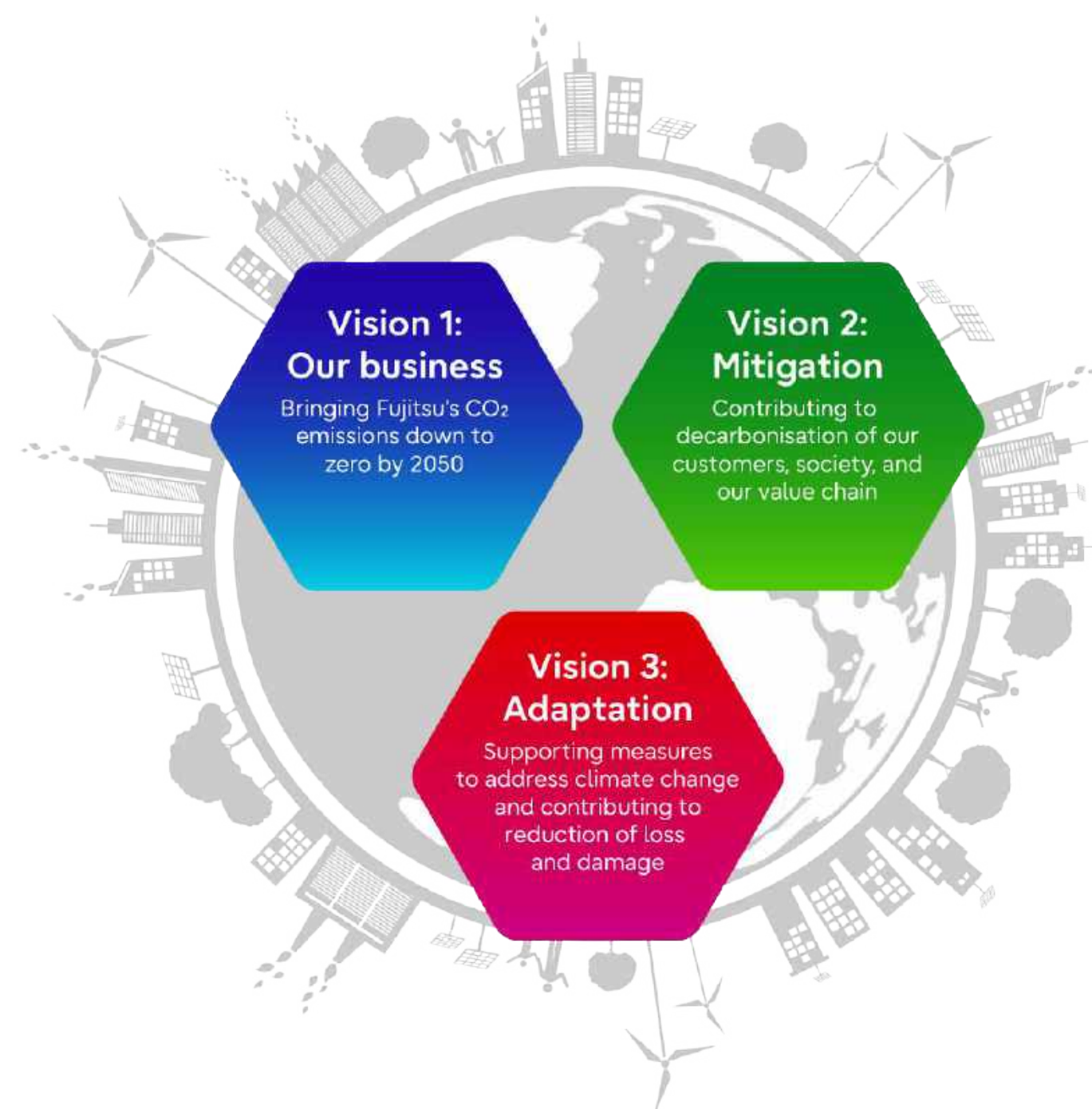
## Climate action

Decarbonising our own business – and assisting our customers with their climate change challenges – is core to demonstrating our purpose of making the world more sustainable.

## Vision and targets

Fujitsu's [global climate vision](#) is to “contribute to the creation of a decarbonised society and adapt to climate change” and to “achieve zero CO<sub>2</sub> emissions from Fujitsu by 2050” through technologies and services supporting digital transformation (DX). Fujitsu aims to leverage the power of DX to accelerate efforts to lower our carbon emissions, and use our business activities and solutions to help our customers and society mitigate and adapt to climate change.

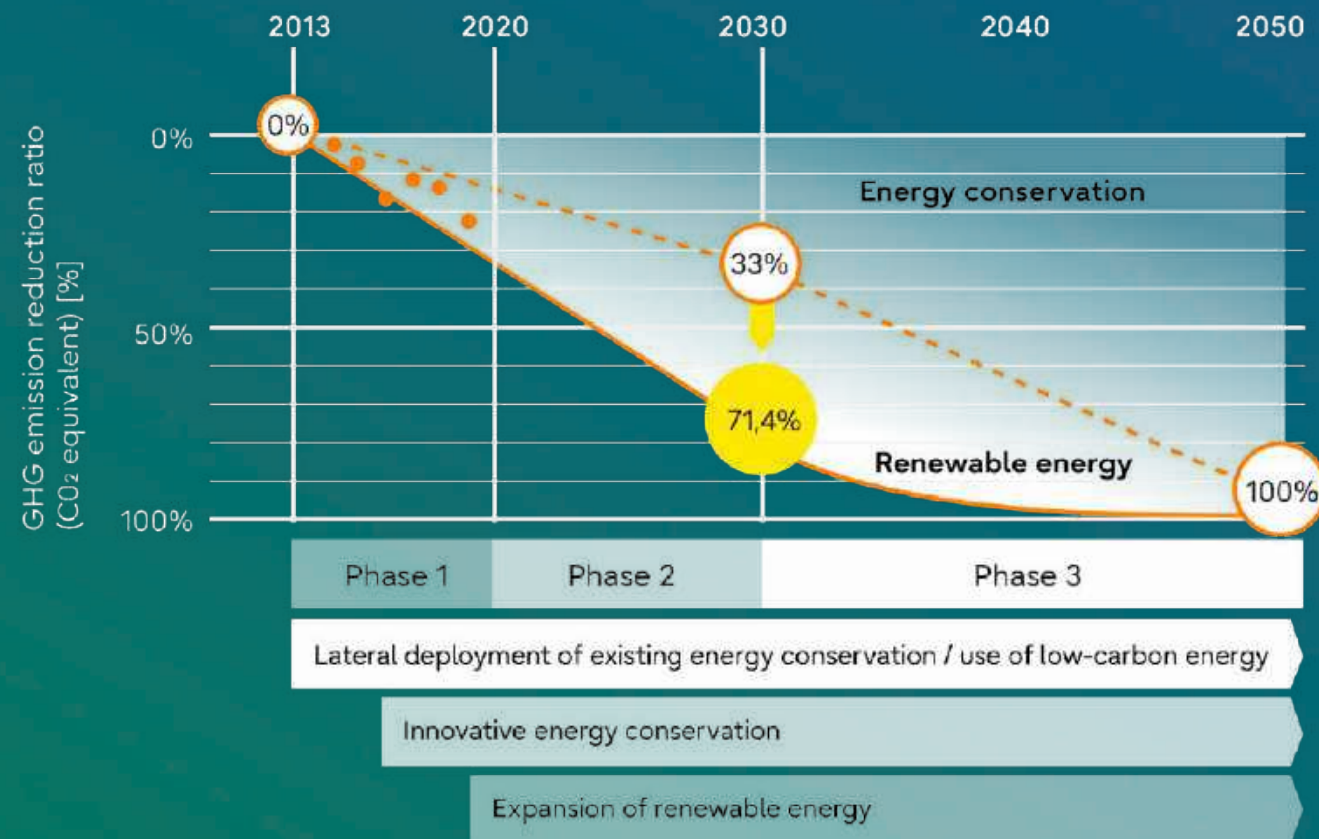
[Read more](#)





## The roadmap to reduce the Fujitsu Group's CO<sub>2</sub> emissions to zero by 2050

The Fujitsu Group has established a roadmap for reducing CO<sub>2</sub> emissions to zero in 3 phases by 2050. This is in keeping with our desire as a responsible, global ICT company, to strive to create a decarbonised society.



## Fujitsu's greenhouse gas (GHG) emissions profile

Fujitsu Australia and Aotearoa New Zealand has a relatively large emissions profile within Fujitsu Group, mainly due to our fleet of 6 data centres in Australia. As a result, we recognise that our region has a leading role to play in reducing our emissions, and in helping Fujitsu to meet its ambitious emissions reduction targets, even earlier if possible.

Our GHG profile, split between Scope 1, 2 and 3, is set out below:

Scope 1 GHG emissions are the emissions released to the atmosphere as a direct result of an activity.

Scope 2 GHG emissions are the emissions released to the atmosphere from the indirect consumption of an energy commodity.

Scope 3 are indirect GHG emissions other than scope 2 emissions that are generated in the wider economy. Learn more about [GHG emissions here](#).

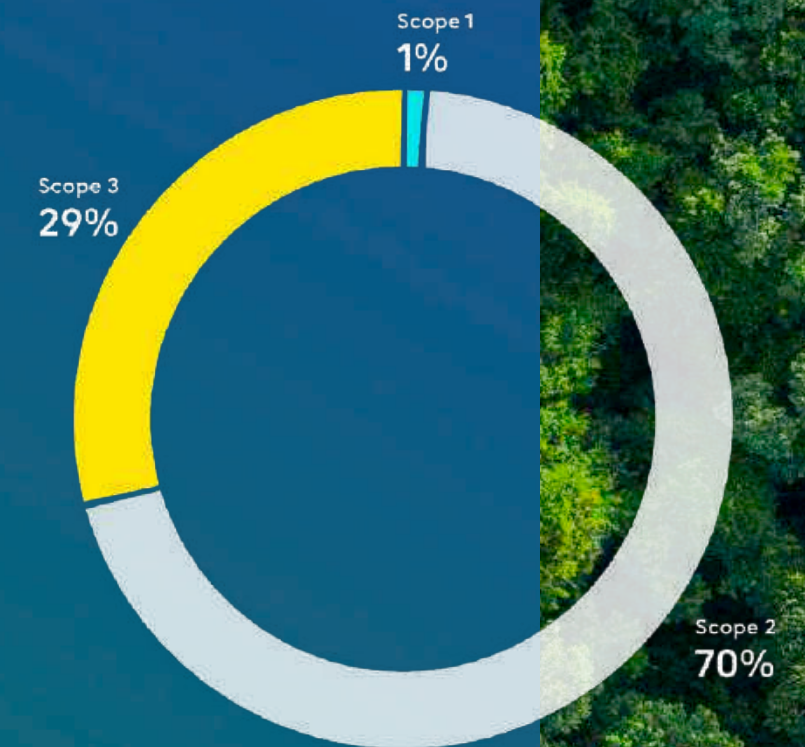


Figure 4. Fujitsu GHG emissions, scope 1, 2 and 3 at the end of FY 21.



In April 2021, Fujitsu Group updated its global Climate and Energy Vision and revised its 2030 emissions reduction targets from 33% to 71.4% below FY 13 levels. On April 15, these were successfully validated as 1.5 °C-aligned targets by the Science Based Targets initiative SBTi.



Fujitsu Group is proud to be a member of RE100, which strives to significantly expand the adoption of renewable energy on a global scale, and has set targets for renewable energy consumption across our operations globally:

**100% by 2050**  
**40% by 2030**

## We approach our emissions reduction strategy through the following focus areas:

- ✓ Reducing emissions, e.g., through energy efficiency projects.
- ✓ Generating our own renewable energy on site, e.g., through rooftop solar panels.
- ✓ Procuring renewable energy, e.g., through power purchase agreements.
- ✓ Offsetting emissions from our vehicle fleet and providing offsets for our data centre customers.
- ✓ Refining our value chain (Scope 3) emissions boundary and working with suppliers to reduce the emissions of their products and services.



## Energy efficiency

Fujitsu's 6 data centres in Australia account for more than 95% of both our energy use and our total GHG footprint across the region, making data centre sustainability a material focus for Fujitsu. We continue to invest in more efficient and lower-carbon operations of our enterprise-grade data centre facilities to support our customers, who are dealing with rapid digital transformation.

[Read more](#)

Over FY 21, Fujitsu continued to explore opportunities to improve energy efficiency across our sites, especially our data centres.



Data Centre portfolio average **NABERS rating of 4.1 stars** (high performance).



Replaced lighting with 120 LEDs at Western Sydney Data Centre = **14,000 kWh saving per year.**



Optimising air flow at North Ryde Data Centre reducing fan speed and increasing air temperature = **saving energy.**



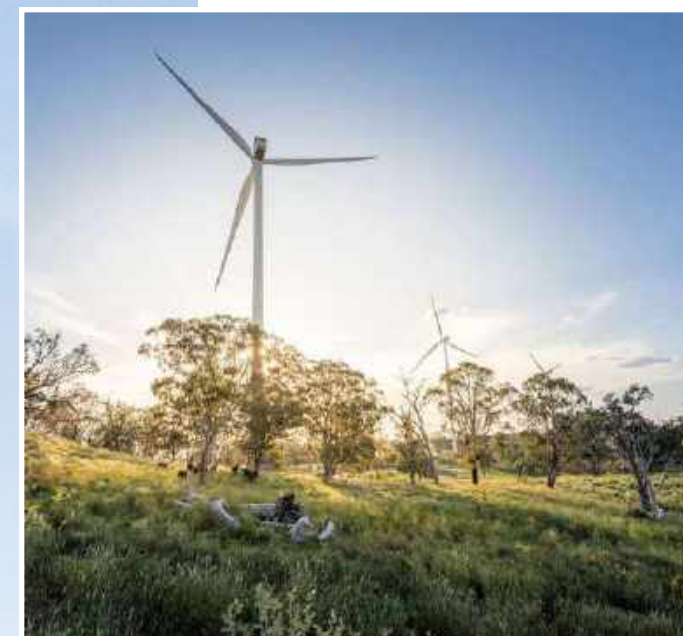
Increased the temperature of chiller units at NPDC, allowing compressors to run less frequently = **saving energy.**

## Renewable energy

A key milestone during FY 21 was the signing of Fujitsu Australia's first ever renewable energy power purchase agreement (PPA).

The largest single contract for renewable energy ever undertaken in the Fujitsu Group, from June 2022, the PPA is projected to offset at least 30,000 tonnes of carbon emissions each year with renewable energy sourced from CWP Renewables' Sapphire Wind Farm. This equates to at least 30% of Fujitsu Australia's electricity consumption. The positive environmental impact of this project was recognised at Fujitsu Group's annual Sustainability Contribution Awards, which is presided over by Fujitsu Group's Managing Director.

[Read more](#)



During FY 21, our sites in Aotearoa New Zealand consumed a total of 695 MWh of electricity. To account for this load we purchased the equivalent quantity of renewable energy.

In Aotearoa New Zealand, all our sites used 100% renewable energy certified by the NZ Energy Certificate System (NZECS). This scheme verifies that the electricity Fujitsu consumes from the New Zealand national grid is matched with 100% renewable energy from Meridian Energy's renewable energy generation assets.



4★  
NABERS  
ENERGY

Western Sydney  
(NSW)

4★  
NABERS  
ENERGY

Noble Park  
(VIC)

4★  
NABERS  
ENERGY

Homebush  
(NSW)

4★  
NABERS  
ENERGY

North Ryde  
(NSW)

3.5★  
NABERS  
ENERGY

Eight Mile Plains  
(QLD)

3.5★  
NABERS  
ENERGY

Malaga  
(WA)





**FY 21 was the first full year of generation from our on-site solar panel system**, the 99 kW rooftop system on our Eight Mile Plains Data Centre in Brisbane, Queensland.



Over the reporting period, the solar panel system generated a total of 141, 214 kWh, **which is enough electricity to power 23 average Brisbane homes<sup>1</sup>**.



While only accounting for around 3% of the total electricity consumption at the data centre facility, it demonstrates Fujitsu's commitment to doing **what we can to reduce emissions wherever possible**.



<sup>1</sup> Based on a 3-bedroom household in Climate Zone 2, according to 2020 research conducted by Frontier Economics for the Australian Energy Regulator. Last accessed 12 August 2022, available [here](#).

## Offsets

During FY 21, Fujitsu offset the emissions from our fleet of more than 150 light vehicles across Australia and Aotearoa New Zealand. We have partnered with [Qantas Future Planet](#) to source offsets that meet strict Australian and international standards, including the Verified Carbon Standard and the Gold Standard. The program supports renewable energy projects and protecting rainforests in developing countries. The offset program is a simple, low-cost way to offset the environmental impact of our vehicle fleet, as we assess the feasibility of hybrid and/or electric vehicles for our fleet.

[Read more](#)

## Sustainability awards

Fujitsu continues to receive wide industry recognition in sustainability, both locally and globally, and is considered a world leader in sustainability. In FY 21, Fujitsu Group was selected for the [CDP's A List for Climate Change](#) for the fifth year running, and for Water Security for the third consecutive year. Fujitsu Australia and Aotearoa New Zealand contribute to this Group recognition through our local sustainability actions.



In our region, during FY 21, we were proud to be awarded **Gold Partner status** with the [NSW Government's Sustainability Advantage program](#). In Aotearoa New Zealand, we were recognised as being among the leaders in the country, having been accepted as a signatory to the Climate Leaders' Coalition's 2019 Statement of Ambition.

[See all awards](#)

## Value chain (Scope 3) emissions

During early 2022, we embarked on a project to refine our GHG value chain (Scope 3) boundary, calculate emissions and develop a supplier engagement process for working with our supply chain partners to reduce emissions. We anticipate concluding the project in October 2022.

## Memberships

Fujitsu is a contributing member of many local and global organisations that are committed to achieving quantifiable improvements to the environment. Memberships include:





## Circular economy

Fujitsu Group has long-term commitments to enhance the sustainability of our products throughout the product lifecycle.

In Australia and Aotearoa New Zealand, we recognise that the circular economy for electronic products is a material issue for Fujitsu, our customers, and society. We are working to continually reduce the environmental impacts of our products and take a leading role in influencing society's thinking regarding sustainable resource management.

### Whole-of-lifecycle ICT management

Fujitsu takes a full lifecycle approach to ensure that our products adhere to our far-reaching corporate goals on energy efficiency and sustainability. This unique approach to ICT management is set out in five stages.



The majority of Fujitsu's business in Australia and Aotearoa New Zealand is service based, with products representing the remainder. Fujitsu Group leads the development, manufacture and distribution of our products, and in Australia and Aotearoa New Zealand, we provide repair services and take-back schemes for end-of-life device management.

### Resource recovery

Fujitsu sources, separates and recycles 15 waste streams across our operations, and is continually introducing new ways of recycling. We manage the aspects and impacts of waste under our environmental management system (EMS), certified under ISO14001:2015.

Our primary waste management activity is in our warehouse and distribution centre in Lidcombe, NSW.

**In FY 21, we achieved a diversion rate of 87% of waste from landfill at this facility, in line with the previous year's performance.**

[Read more](#)



E-waste – refurbishment and recycling

Electronic waste (e-waste) is the fastest growing waste type in Australia and Aotearoa New Zealand, and contains substances that are toxic in landfill such as lead, mercury, and cadmium. This is our priority waste area. Over 95% of e-waste (by weight) can be recovered for re-use, including scarce materials like gold and silver as well as commodities (glass, plastic).

Fujitsu has had a policy of **zero e-waste to landfill since 2009**.

We collect e-waste from our own operations, on behalf of our clients, and from our employees. In conjunction with our e-waste processing partner, we help our customers dispose of their end-of-life assets securely and with minimal environmental impact. This includes asset refurbishment, remarketing and parts harvesting options. We engage only those e-waste partners who hold relevant environmental certifications and can demonstrate compliance with leading environmental and information security standards.

During FY 21, our e-waste refurbishment partner successfully repaired and resold 3,300 individual ICT assets on behalf of our clients, extending their valuable life and providing a financial return when compared with recycling. The beneficial environmental impact of our ICT remarketing partner's work over the reporting period was around 786 tonnes of carbon dioxide equivalent emissions avoided.

That's the equivalent of:



13,107

Tree seedlings grown for 10 years



171

Passenger vehicles driven for one year



95

Household energy use for one year



786

Tonnes of CO2-equivalent emissions avoided



Australia and Aotearoa New Zealand E-waste recycling volume (kg)

	FY 17	FY 18	FY 19	FY 20	FY 21
Total Fujitsu E-waste recycled	86,639	119,269	184,247	34,116	43,949
Total customer E-waste recycled	294,298	398,831	115,984	40,257	50,782
Total E-waste recycled	380, 937	518,100	300,231	74,373	94,731



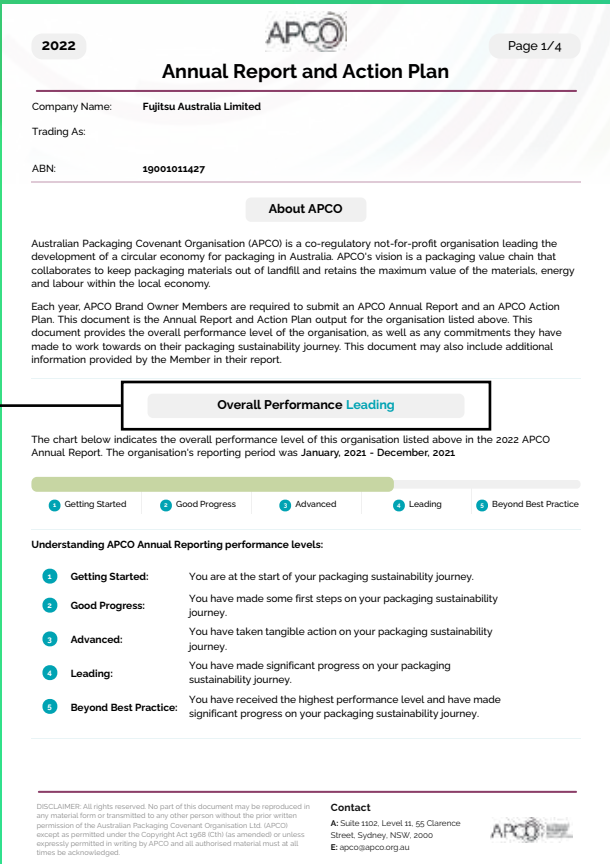
Packaging

Fujitsu is a signatory to the Australian Packaging Covenant, demonstrating our commitment to meeting the Australian goal of all packaging being recyclable, reusable or compostable by 2025. Fujitsu Australia's [2021 APCO Annual Report and Action Plan](#) was rated as 'leading'.

Packaging is managed under our EMS which also includes warehouse integration, staging and distribution of computer equipment. The warehouse team manages the safe reuse, recycling and disposal of end-of-life equipment, and the disposal of packaging (including cardboard, polystyrene and soft plastics).

Packing sustainability initiatives recently implemented include:

- Consolidating multiple, individually packaged parts into one single box before shipping to client sites, reducing the amount of packaging and the total size of the shipment, and in turn, reducing the carbon footprint of our freight.
- Reusing waste cardboard, polystyrene and LDPE foam where feasible - reducing the use of new packing materials.
- Installing balers to compact plastic and cardboard, reducing the frequency of freight movements of our waste to recyclers from around 20 per year to 2.
- Using bulk packaging for some product lines, reducing overall packaging volume.







During FY 21, Fujitsu joined technology company Sci-eye in a project to use AI and aerial drones to identify different shark species off NSW beaches in real time. We provided server and graphics processing equipment, which enabled the project to fine-tune the AI algorithms. Surf Life Saving Australia personnel will be trained in using the new software, helping them confidently spot and identify sharks while on duty at beaches.

[Read more](#)

## Biodiversity conservation

As a global organisation, Fujitsu recognises the negative impacts that our supply chain can have on biodiversity. We look to leverage our strengths in digital co-creation and artificial intelligence (AI) to provide solutions to biodiversity challenges.



## Digital co-creation

Fujitsu partners with our customers to develop innovative technology solutions that help to solve our customers' business and sustainability challenges. We call this 'digital co-creation'. A recent example was Fujitsu's award-winning '[Digital Owl](#)' co-creation project, which uses Fujitsu's high-performance computing, video analytics and drone technology to capture and analyse video information to identify threatened and invasive plant species.

[Watch here](#)





*"We have been very happy with the service that we've had from the Fujitsu team. Their sustainability work is based on good, solid methodology."*

– Liz Gosling, Chief Information Officer, Auckland University of Technology

During FY 21, we commenced a project to revise and re-benchmark this offering, so we can continue to provide our customers with the most up-to-date ICT sustainability trends and improvement opportunities. We are focusing on including social and governance indicators to join existing environmental indicators. We are also drawing on insights from recent research into the power of DX to enable sustainability transformation.

## ICT Sustainability Benchmark

The ICT industry is now estimated to be responsible for 2-4% of the world's total global emissions, with this expected to rise to 14% by 2040. To achieve our sustainability vision, Fujitsu aims to use its DX capabilities to reduce, and ultimately reverse, the current share of emissions produced by the ICT sector.

Over FY 21, we engaged with our customers using our proprietary ICT Sustainability Benchmark, the largest of its kind in the world, to measure the full environmental impact of an ICT estate. The benchmark helps to identify emissions and opportunities for cost savings, and improve due diligence and measurement.

[Read story](#)



**Connecting DX and sustainability transformation**

[Find out more](#)



**Creating a better world for future generations through corporate value**

[Find out more](#)



# Diversity, equity and inclusion

At Fujitsu Australia and Aotearoa New Zealand, we are continuing to work hard to build a diverse, equitable and inclusive environment, where everyone can be completely themselves. Recognising that trust is built on respecting the insights of the many voices within Fujitsu, we believe diversity strengthens our ability to innovate and create a better future for all.

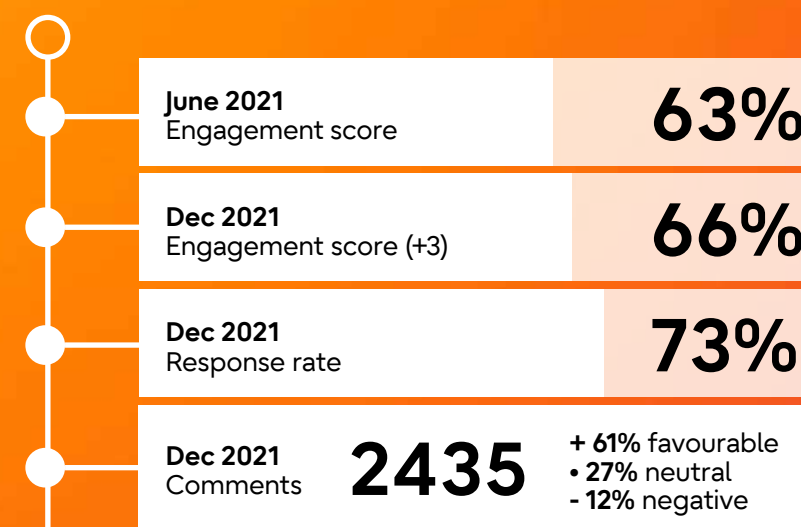


[Find out more](#)



*"A lot has happened in the past year, and considering the times we live in, listening to our people's feedback is more important than ever, so we can continue to adapt to the changing workplace."*

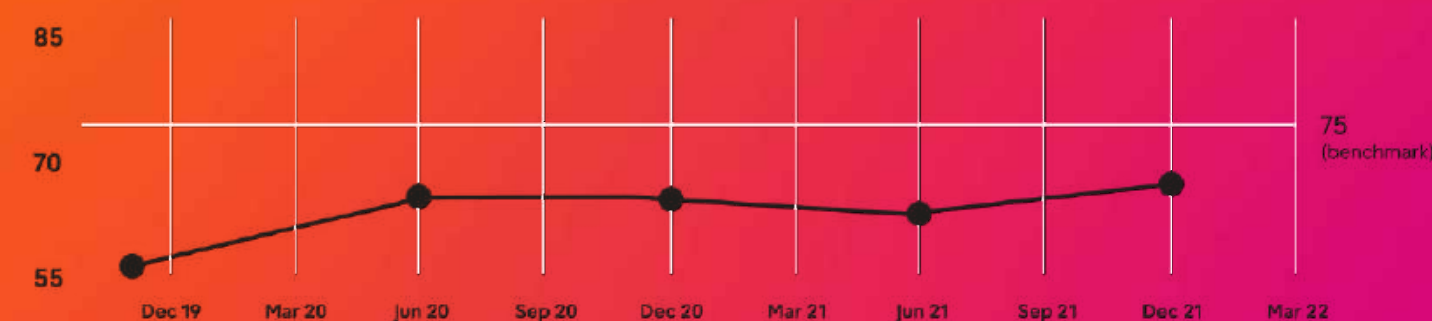
– Graeme Beardsell, CEO Fujitsu Asia Pacific



## Dec 2021 highlights

Work life balance:	Speak my mind:	Manager:	Top results:	Biggest jumps:
<i>I am able to successfully balance my work and personal life</i>	<i>I feel free to speak my mind without fear of negative consequences</i>	<i>My manager provides me with feedback that helps me improve my performance</i>	<ul style="list-style-type: none"> <li>• Camaraderie within teams at 85 (up 1)</li> <li>• Discretionary Effort at 85</li> <li>• Manager at 80 (up 2)</li> </ul>	<ul style="list-style-type: none"> <li>• Recognition at 82 (up 5)</li> <li>• Wellbeing (up 4)</li> <li>• Career (up 3)</li> </ul>
(73 +2 from June 21)	(70 +3 from June 21)	(80 +2 from June 21)		

## Engagement score historical trend



## Improving our people's experience

As a result of feedback from the June 2021 survey, the 'Learn, Listen and Action' framework was developed, with wellbeing and career development identified as the top opportunities to improve. The December 2021 survey results show that we are on the right track, and we will continue to focus on these areas.



## Inclusive employer of choice

Fujitsu's goal is to create an inclusive culture where diverse people can come together and feel empowered to do great things. Diversity of experience, skills and ways of thinking are our greatest strengths. Being an inclusive employer of choice means that we embrace new perspectives and diversity in our collaboration with each other, our customers, and partners.

## Engaging our people

We value what our people think. Since 2019, Fujitsu has used Glint to run its employee engagement survey to better understand the needs of our people. The Glint survey uses a global benchmark and is conducted twice annually across all Fujitsu regions.





## Involving our people in our diversity, equity and inclusion journey

Fujitsu's diversity, equity and inclusion strategy includes 6 key pillars:

- **Accessibility and disability**
- **Culture and reconciliation**
- **Gender**
- **Generational**
- **Pride**
- **Veterans and emergency responders**

We have formed advisory and working groups made up of passionate people across all parts of our business in Australia and Aotearoa New Zealand. Our internal diversity, equity and inclusion advocates collaborate with the OOP and other colleagues to help drive positive change across all our pillars.

By empowering our people to make change, we are bringing them with us on our journey to being a diverse and inclusive employer of choice.

## Supporting employees with updated leave provisions



*"As a Polio survivor, and until recent years, in denial of any personal disability, I readily took the lead role of this group to help remove barriers to those with accessibility issues and remove any stigma for those who have hidden disabilities."*

– Dean Watkins, Lead, Accessibility and Disability Advisory Group

## Accessibility and disability

In Australia and Aotearoa New Zealand, the inclusion of employees who live with a disability or chronic health conditions, and employees who are carers, is an important part of our diversity, equity and inclusion strategy.

Our employees are leading positive changes at Fujitsu through the Accessibility and Disability Advisory Group, led by Dean Watkins. This group aims to provide guidance to attract and retain talented people living with a disability, as well as caregivers. Working with the OOP, the Advisory Group is working to create an environment that has removed all barriers for people to join and fully participate in our workforce.

With the efforts of of group members, and other Fujitsu team members in both Australia and Aotearoa New Zealand, we submitted an accessibility and inclusion self-assessment to the Australian Network on Disability (AND). As a silver member of AND, we are looking forward to working with them to develop an inclusion strategy that is based on best practice and tailored to meet the needs of Fujitsu employees.

This year we have also started working more closely with our [health and wellbeing](#) team to better understand the needs of our workforce since the COVID-19 pandemic.

[Read more](#)



## Reaching more team members

Through employee communication and events, we continued to raise awareness of the understanding of what a disability is, with the inclusion of mental health and chronic health conditions. Through these initiatives, we aim to build understanding, support, and reduce stigma. We recognise however, that there is still much work to do to remove barriers such as unconscious bias and misunderstanding around disabilities.

Externally, we have a partnership with supermarket giant, Woolworths, for their rapidly growing ['Mini-Woolworths' program](#).





## Culture and reconciliation

Many people from around the world have come to call Australia and Aotearoa New Zealand home. In Australia, 30% of the population were born overseas, and in Aotearoa New Zealand, nearly 28% were born overseas. With both of our regions having such rich cultural diversity, our team members are also culturally diverse, with many speaking multiple languages and practising a wide variety of cultural and religious beliefs.

Fujitsu aims to create an inclusive environment that is respectful of all cultural backgrounds, in line with the Fujitsu Diversity and Inclusion Policy and the Fujitsu Way. We do this by marking special events such as Ramadan and Diwali with articles on our intranet, and we have recently launched a 'Cultural and Alternative Leave Policy' which allows team members to swap up to 2 public holidays they may not value, for up to 2 alternate days which are of significance to them. Fujitsu is looking forward to growing this area of inclusion.



## Reconciliation Action Plan

Fujitsu is committed to actively contributing to the reconciliation process in Australia. To help us with this journey, we are part of the Reconciliation Action Plan (RAP) program and launched our [third RAP \(our second Innovate\)](#) in October 2021. Our RAP Working Group is co-chaired by Luritja man and Lead Systems Architect, **Earle Moroney**, and **Rebecca Gallegos** and **Phoebe Rahn** from the OOP.

Fujitsu's vision for reconciliation is to help shape a tomorrow in which Aboriginal and Torres Strait Islander peoples and other Australians share in an equitable, just, prosperous and rewarding future.

## Fujitsu supports the Uluru Statement from the Heart

The Uluru Statement from the Heart is an invitation to the Australian people including a set of recommendations asking for three key reforms: Voice, Treaty and Truth. Fujitsu Australia and Aotearoa New Zealand proudly support the Uluru Statement from the Heart and we encourage everyone to read and share the statement [here](#).

[Read it here](#)







We celebrated National Reconciliation Week 2021 with a fireside chat featuring **Nicole Forrester**, Fujitsu's Head of Office of Purpose, and **Warren Roberts**, a Thunghutti and Bundjalung man and Founder of [YARN Australia](#). Together, the leaders reflected on the important role which we all play in taking the step towards bolder and more impactful action for reconciliation.



We celebrated NAIDOC Week 2021 by hosting an online talk with **Chris Andrews** from [Black Duck Foods](#) and **Nicole Forrester** from Fujitsu. Black Duck Foods is a First Nations social enterprise committed to traditional food growing processes that care for Country and return economic benefits directly to Aboriginal and Torres Strait Islander peoples.

[Read more](#)

We delivered cultural awareness training for the executive leadership team, People and Culture leaders and team members involved in our First Nations Internship program.

**\$1.5M**

We spent nearly \$1.5M on First Nations suppliers in Australia.

[Read more](#)



We were delighted that the first cohort of First Nations interns stayed on past their official internship period, and we welcomed a second intern to our sales team, who also extended his time with Fujitsu. We held yarning circles with interns, people and culture team members and members of the RAP Working Group, with **Adam Goodes** joining us for one session.

Proud Partner of  
**iDiC** Indigenous  
Defence &  
Infrastructure  
Consortium



We implemented strategies to increase spend on First Nations suppliers, with procurement team members completing training with Supply Nation, and the Indigenous Infrastructure Consortium (iDiC) speaking to service delivery architects and managers.



## Māori and Pacific Peoples Inclusion Plan

In September, Fujitsu proudly launched its first Māori and Pacific Peoples Inclusion Plan in Aotearoa New Zealand. This 5-year practical plan of action is built on Fujitsu's core values: wawata (aspiration), tiakitanga (trust) and aroha (empathy). It sets out our commitments to co-creating value for Māori and Pacific individuals and their families, communities, and businesses.



We want our business to represent Aotearoa New Zealand as a whole, and reflect the foundations cemented in the partnership of Te Tiriti o Waitangi which provides a place for all.

In the lead up to the launch, Fujitsu established a Māori and Pasifika Advisory Group to help develop the inclusion plan. Since its launch, the group, led by **Sarah Retter**, is working with the OOP and colleagues across Fujitsu to implement actions within the plan. These include:

- Initiatives to diversify our workforce by employing more Māori and Pacific peoples.
- Increasing Fujitsu's use of [Iwi/Hapu, Māori, and Pacific-owned businesses in its supply chains](#) and in the delivery of services through our partnership with Amotai.
- Developing and reaffirming partnerships and relationships with Iwi and Hapu of Aotearoa New Zealand.
- Improving Fujitsu employees' understanding and respect of Māori and Pacific cultures.
- Finding practical ways of embedding Te Reo Māori language into our business, including celebrating Te Wiki o te Reo Māori (Māori Language Week).

In 2021, we implemented systems to be better understand how many employees identify as Māori or Pacific, and also completed a baseline activity to identify any Māori and Pacific-owned businesses in our supply chain. We recognise that between 2021 and 2025 ideas and initiatives may change, so we will remain agile and responsive as we work with our communities and partners to implement this plan.

[Read more](#)





*"I love leading a **diverse team** of experienced consultants at Fujitsu, helping our customers to **digitally transform** their organisation through **innovative technologies**."*

– Branko Panich, Executive General Manager of Consulting



## Gender

Through the gender equity pillar, Fujitsu aims to build an inclusive culture that empowers all genders and harnesses their strengths to create innovative, market-leading customer solutions that grow our business.

In early 2022, we revamped our internal Gender Advisory Group and appointed **Irene Naidu** and **Branko Panich** as co-chairs. This passionate group of advocates is working on a variety of actions, including applying for Fujitsu Australia to become a Workplace Gender Equality Agency (WGEA) Employer of Choice.

**In Australia and Aotearoa New Zealand, we have taken significant steps to improve gender equity, including:**



Implementing an annual pay equity review to ensure there is no gender pay gap.



Beginning to capture gender identity information to include gender diverse and non-binary employees.



Promoting and appointing more women to leadership roles.



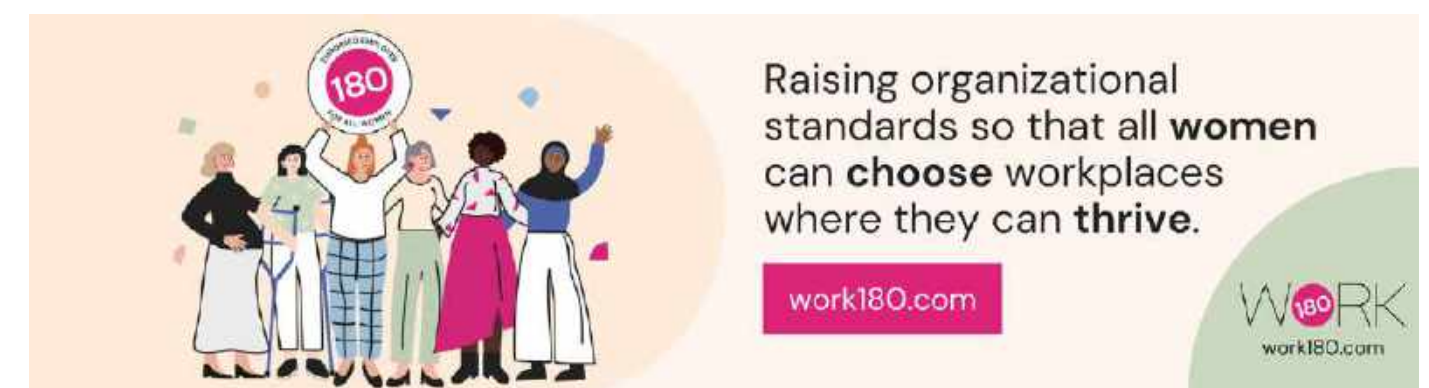
Developing partnerships to help expand the diverse talent pipeline, including attracting more young females to STEM fields.

## Our recruitment strategy

Currently, women account for around 20-25% of our workforce across Australia and Aotearoa New Zealand. We recognise that we still have a way to go to attract and retain more women to our business, particularly in technical roles.

In 2022, Fujitsu was recognised as a [WORK180 Endorsed Employer](#) for women. As part of Fujitsu's TalentXchange in partnership with Chandler Macleod, WORK180's endorsement and support will help Fujitsu to attract, nurture, and retain more women to our workforce.

We are also working with TalentXchange recruitment specialists to measure and attract more applications from a broad range of diverse candidates.







## Celebrating International Women's Day (IWD) - #BreakTheBias

To celebrate IWD, our CEO **Graeme Beardsell** and Head of Office of Purpose **Nicole Forrester** joined **Cheryl Bailey** from Indigenous Technology, **Karen Seage** from SNAP Print & Design (Underwood), **Kerry Klimm** from Flashblak and Māori Entrepreneur **Kiino Krystal**, for a virtual panel event. We were thrilled Cheryl, Karen, Kerry and Kiino joined us and learnt so much from their stories.

We're proud to be one of the first 50 to report in Aotearoa New Zealand's Pay Gap Registry.

Visit [mindthegap.nz](https://mindthegap.nz) to see who else has committed to knowing their pay gaps.



## Mind The Gap

Fujitsu Aotearoa New Zealand reports to the Aotearoa New Zealand's Pay Gap Registry – Mind the Gap. We believe everyone should be paid fairly for their work and are committed to both reporting and eliminating pay gaps.

Currently we do not have any gender pay gaps and have taken steps to maintain this annually.

[Read more](#)

## Women in Leadership Summit

In March, **Graeme Beardsell** and **Nicole Forrester** spoke at The Leadership Institute's 'Women in Leadership Summit 2022' for IWD. Their candid conversation covered the ups and downs of shifting the dial on gender equity in business and the IT sector.

Nicole also spoke at The Leadership Institute's Indigenous Leadership Summit and was on SAP's Business Women Network panel in Brisbane.



## Re-development of our female talent

In FY 21-22, we ran a pilot with a small group of Fujitsu employees taking part in the Microsoft Women Rising program. The program is a holistic personal and professional development journey consisting of evidence-based content, expert coaching, and a supportive community. Following positive feedback from our pilot group, we are planning to broaden the program to make it available to more Fujitsu team members.





*"Being part of the generational pillar is a great opportunity to help everyone at Fujitsu to realise their full potential, as the more we are able to understand each other, the better we are able to work together."*

– Vai Sanmugaratnam, Manager, Talent Acquisition

## Generational

Our generational inclusion group, led by **Vai Sanmugaratnam**, aims to bring all age groups in the business together, to foster an inclusive atmosphere and drive initiatives that will help everyone at Fujitsu realise their full potential.

By strengthening and expanding professional networks, the group's aim is to promote and nurture connected relationships across generations. This is important as Fujitsu wants to create employee experiences that embrace generational diversity and provide opportunity for interaction between various groups.



## Fujitsu Graduate Program

Our graduate program continues to attract incredible talent to Fujitsu with graduates working across technical and business streams. Most tend to stay on after completion of the program, which includes formal and informal group activities to help create a sense of camaraderie among the cohort. Our graduates also complete passion projects working together in small groups to solve real challenges for Fujitsu.

**We welcomed 35 graduates in FY 21-22.**

## Highlights for FY 21-22 include:



**Family feud virtual event** – During lockdown, the generational group organised a virtual family feud event to encourage connection between employees. Similar to the Family Feud TV show, we asked 100+ Fujitsu participants to provide their input to form the basis of the quiz answers for the event. Around 100 staff from Australia and Aotearoa New Zealand joined in the fun.



**Next Generation Network (NGN)** – The NGN is a Fujitsu community dedicated to organising networking, events, and professional development opportunities that give our people the chance to grow and develop, while building a sense of community. In FY 21-22, the NGN partnered with global counterparts to launch the Global Connect Buddy Program for the second year. As part of the program, participants were grouped into teams and given a monthly topic to discuss with their global colleagues. Some topics from last year's round included 'Leading an Inclusive and Diverse Future', 'Employee Development and Lifelong Learning', and 'How COVID-19 Changed our Way of Working'.





## Pride

The Fujitsu Pride Advisory Group, led by **Ian Gearey**, is committed to an inclusive and diverse workplace that reflects society and gives the employees from the LGBTI+ community a voice. Fujitsu Pride wants to ensure all employees feel safe and respected without regard for sexual orientation or gender identity.



In 2021, we achieved Bronze in the Australian Workplace Equality Index (AWEI), the definitive national benchmark on LGBTI+ workplace inclusion. In 2022, just our second year of submitting, we were delighted to be named as a Gold Employer. A Gold Tier recognition acknowledges a significant amount of LGBTI+ inclusion work over the past year compared to the national benchmark. Gold employers sit in the top 10% of organisations participating within the AWEI.

### Highlights for this year's 107-page submission included:

- Amending parental leave to include surrogacies for all employees including LGBTI+ families.
- Introducing gender-free facilities in offices and creating resources for supporting transgender and gender diverse applicants.
- Launching instructor-led training for the executive leadership team and managers, and online training for all employees.
- Increasing visible support from executive and senior leadership teams including in all employee and manager video meetings.
- Increasing the visibility of Pride internally and externally, helping more LGBTI+ employees to feel safe at Fujitsu.
- Improving our employees' understanding of pronouns and how to use them.
- Launching and promoting virtual lanyards to boost our allyship program.
- Signing the Darlington Statement in support of intersex human rights.



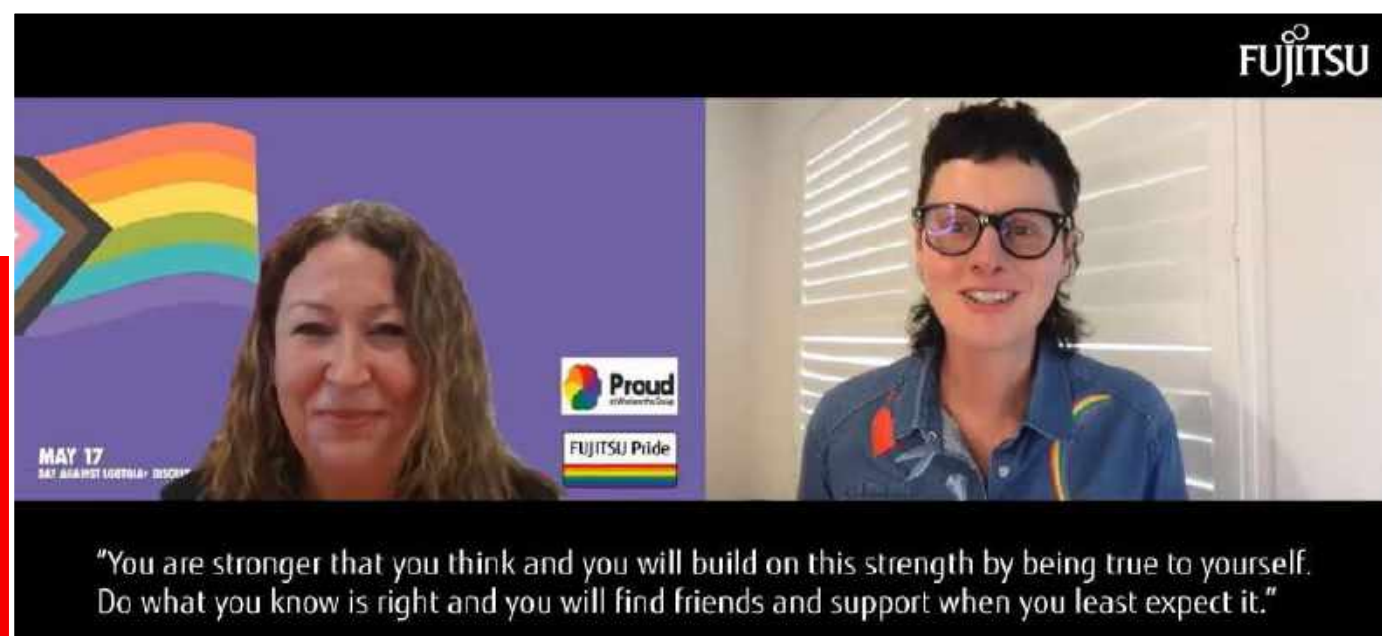
*"This award would not have been possible without the dedication of the Fujitsu Pride Advisory Group members, who do this important work on top of their Fujitsu roles. Congratulations to Ian and the team on making such a difference for everyone at Fujitsu."*

– **Nicole Forrester**, Head, Office of Purpose.



## Sharing the pride

In May, we celebrated IDAHOBIT Day (International Day Against Homophobia, Biphobia, Intersexism and Transphobia) with a virtual fireside chat. **Nicole Forrester**, Head of OOP, sat down with **Rachel Mead**, Head of Diversity and Inclusion Woolworths, to talk about their life experiences, how COVID-19 has impacted diversity and inclusion strategies and how to foster a sense of inclusiveness in large organisations.



Fujitsu Pride kicked off their submission to Rainbow Tick to track and improve inclusion for team members in Aotearoa New Zealand. We are taking a leadership role in Fujitsu globally, with Australian based Pride members **Ian Gearey** and **Caroline Moore** chairing Fujitsu Global Pride. The team is leading the global approach to LGBTI+ inclusion with the launch of the Fujitsu Workplace Equality Index.



Clare Burden (Head of Retail), Jennifer Westacott AO (AWEI Co-Patron), Ian Gearey (Pride Lead and Finance Director) and Nicole Forrester (Head, Office of Purpose).



In June, we celebrated Fujitsu's Global Pride Week by joining up with Pride communities across the globe to celebrate the second annual Global Pride Week. Following the theme #ShowYourPride, we held a webinar panel discussion with partners, launched a new podcast and held a virtual pride party with a DJ. You can see some of the Oceania team members in the video below.

[Watch video](#)




In August, we recognised Wear It Purple Day which aims to raise awareness of the impact of LGBTI+ bullying on young people. Our young employees shared their thoughts on the importance of the day, and we held a virtual party fundraiser, raising \$2,200 for Wear it Purple in Australia and Rainbow Youth in Aotearoa New Zealand.

[Read more](#)

**95**   
leaders provided  
with face-to-face  
awareness training

 Over **120**  
employees  
completed online training

**496**   
views of the webinar  
'Visibility in a Hybrid World'

**200**   
pride lanyards  
sent out

Over **42,000**   
views of Global Pride campaigns

Average of  
**50**   
employees  
attended local  
Pride events

 **300** people completed 2021 AWEI survey  
(compared to 153 in 2020)

[Blog: Intersex Awareness Day 2021](#)

## What's next?

Fujitsu Australia's recent AWEI score of 177 out of 200 points provides us room to continue to improve. Our challenge will be to keep our Gold status as we work towards platinum in the coming years. We aim to achieve this by improving our strategy and governance, developing new partnerships, and further embedding LGBTI+ inclusion into our business. Fujitsu Pride is excited for the future.



## Veterans and emergency responders

In early 2022, we created a new area of inclusion to support employees who are veterans and/or volunteer emergency responders.

The vision of the Veterans and Emergency Responders (VERG) Advisory Group, chaired by **Paul Case** and **Marty Boyce**, is for Fujitsu to be an employer of choice for veterans and emergency response volunteers, where they can feel valued and are able to contribute to the wider Fujitsu community, as well as the public.

The team supports Fujitsu's Australian partnership with Soldier On, with volunteers attending career pathways events for veterans looking to start their 'civilian' careers. The experiences of our veteran team members make a real difference to ex-servicemen and women, and their families, who are looking to create new and meaningful careers outside the defence force.

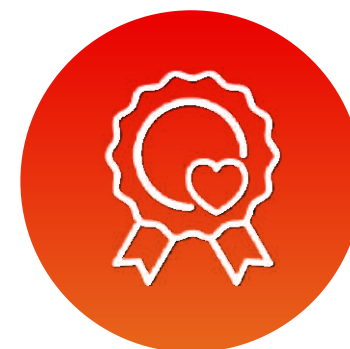


L-R Anne Lea, James Bull (back), Prakash Rebellow (front), Ashley Vest (back), JJ Wilson (in a 10kg weighted vest), and Kyla Limmer (front).

## Fujitsu Force marches on

Throughout March 2022, Soldier On ran their annual March On event to save lives. Fujitsu is a [proud partner and supporter of Soldier On](#), which provides support to Australian Defence Force personnel who have been physically and psychologically wounded in service and their families.

During March, the Fujitsu Force team each walked 96km, reflecting the length of the Kokoda Track. With Fujitsu Australia donating \$5,000 to the team, they raised a huge \$10,074 for Soldier On. Thank you to the participating team members - **Kyla Limmer, Prakash Rebellow, Brendan Murphy, Lee Buss, Anne Lea, James Bull, Simon Brettell, Talal Elmasri and Ashley Vest**.



## Taking an intersectional approach to our work

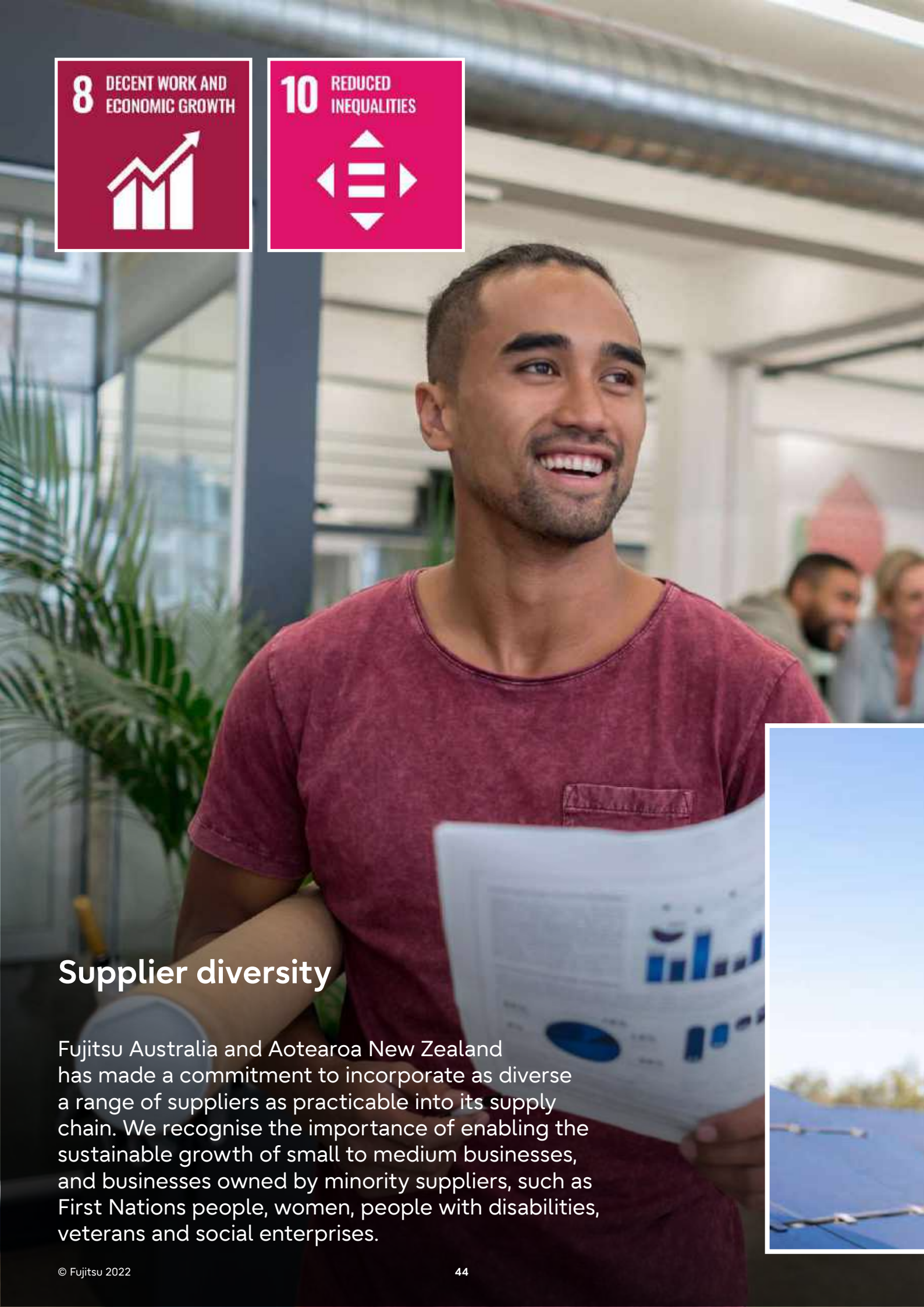
Fujitsu recognises that most people have multiple layers of identity, and that many people's experience of discrimination can be compounded. For example, women are underrepresented in technical roles, and women of colour and non-binary people are even more underrepresented.

**By taking more of an intersectional approach to our work, we hope to create broader cultural change for our people, our customers, and the communities we work with. Some examples of this include:**

- Using First Nations suppliers to address sustainability issues, such as using Bunjil Energy, an Aboriginal business, to [install solar panels on our Queensland data centre](#).
- Investing in programs, apprenticeships and traineeships for young First Nations women.
- Increasing diverse participation in the Fujitsu supply chain with businesses owned by First Nations people, women and veterans.
- Using International Women's Day to promote First Nations Women in business.
- Bringing internal diversity, equity and inclusion groups together to collaborate on events and initiatives.

Find out more



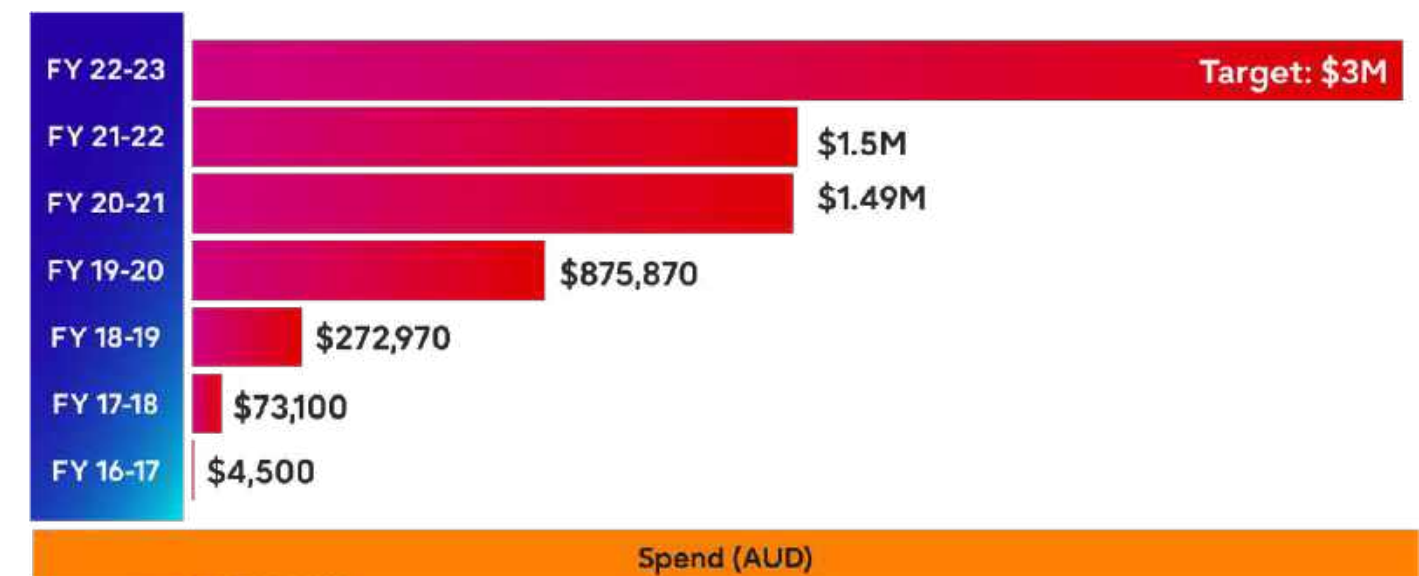


## Supplier diversity

Fujitsu Australia and Aotearoa New Zealand has made a commitment to incorporate as diverse a range of suppliers as practicable into its supply chain. We recognise the importance of enabling the sustainable growth of small to medium businesses, and businesses owned by minority suppliers, such as First Nations people, women, people with disabilities, veterans and social enterprises.

Incorporating businesses owned by Aboriginal, Torres Strait Islander, Māori and Pacific people into corporate supply chains is one tangible way organisations can fulfil their responsibility towards creating an inclusive, equitable, and sustainable economy.

In FY 21-22, our procurement target was \$2.5M. While we did not reach our target, we did onboard more First Nations suppliers than the previous year and have maintained our level of spending.

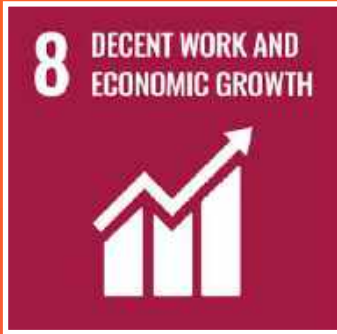


Fujitsu's procurement and OOP teams are continuing to develop their strategy for engaging suppliers, including sub-contractors, from Aboriginal, Torres Strait Islander, Māori and Pacific-owned businesses. We are also working with our partners, Supply Nation and the iDiC in Australia, and Amotai in Aotearoa New Zealand, to find new ways of diversifying our supply chain. We are looking forward to bringing more parts of the Fujitsu business with us on our procurement journey in the coming year.

To learn more about supply chain inclusion, including global supply chains, conflict minerals and modern slavery, head to our [ethical and safe operating practices section](#).

[Read more](#)





## Digital inclusion

As an ICT and DX company, Fujitsu is uniquely placed to help bridge the digital divide in our region and to consider digital inclusion in our products and services. We believe that everyone should have equal access to technology and are committed to creating positive social impact through digital inclusion.



**Camp Quality** – Kids' Guide to Cancer App



### Laptop and Equipment Donations

In this FY, we donated over \$16,000 worth of laptops and associated in-kind contributions to help bridge the digital divide in the communities we work in. Donations included 10 laptops to Coconut Wireless to assist the Tongan tsunami relief effort, as well as donations to schools in low socioeconomic areas of Queensland.



### A unique digital inclusion partnership with the Cherbourg community

At the very end of this FY, we proudly helped launch the Cherbourg First Nations Service Centre, in support of Cherbourg's digital transformation journey.

Cherbourg is an Aboriginal community town 260km north-west of Brisbane located on Wakka Wakka Country. The Service Centre is part of a 3-year pilot program designed to boost the economic development of Queensland First Nations communities through digital skills training and employment opportunities.

Launching the Service Centre was rewarding for everyone involved. We worked with the Cherbourg Aboriginal Shire Council and community, Queensland Department of Innovation, Tourism and Sport, TAFE Queensland, and our customer, Australia Post. We are excited to see the vision of the Cherbourg community come to life in the months and years ahead.



### TAFE Queensland and Fujitsu supporting migrants

TAFE Queensland's Adult Migrant English Program (AMEP) provides integral language, literacy, numeracy and cultural education to migrants and refugees, to help them live, work and complete further study in Australia with confidence. A part of the AMEP includes opportunities to gain practical work experience so that migrants and refugees can obtain the skills needed for gainful employment. Fujitsu is proud to have partnered with TAFE Queensland to provide students with hands-on, on-site IT work placements.



[Read more](#)






3 days volunteering  
with **purpose**  
leave annually

### Volunteering with Purpose Leave

Fujitsu team members are eligible for 3 days paid leave to volunteer with approved organisations and activities that align with our diversity, equity and inclusion priority areas.

In FY 21-22, we extended our leave policy to include blood, plasma and platelet donations and the pilot extended to FY 22-23. We have been so inspired to see our employees use their leave to give back to their communities.

## Social impact

Fujitsu is committed to using our digital transformation skills, time and resources to contribute to communities in Australia and Aotearoa New Zealand. We do this by supporting causes important to our people and by forming long-term community investment partnerships.

We measure our social impact using Business for Societal Impact (B4SI), a global standard in measuring and managing a company's social impact.



### Fujitsu team members have volunteered for



Scouts New Zealand



The Federation of Indian Communities in Brisbane to help with the Diwali (Festival of lights) event



The Chair of The Queen's Fund, an organisation that financially assists and empowers single women in Victoria and their children



The United Nations Women Australia International Women's Day event



Blood, plasma and platelet donations

Total Value of Time = \$10,987.50



Australian partnerships

Australian Business Community Network (ABCN)

Fujitsu Australia signed on to a new partnership in 2022 with ABCN, a purpose-led, not-for-profit organisation that brings businesses and schools together to address educational disadvantage.

ABCN will connect Fujitsu volunteers with students from low socioeconomic schools to provide fun, workplace-based mentoring programs that develop students’ confidence, skills and aspirations.

This partnership has just begun and we are looking forward to reporting on our impact next year.



Watch video

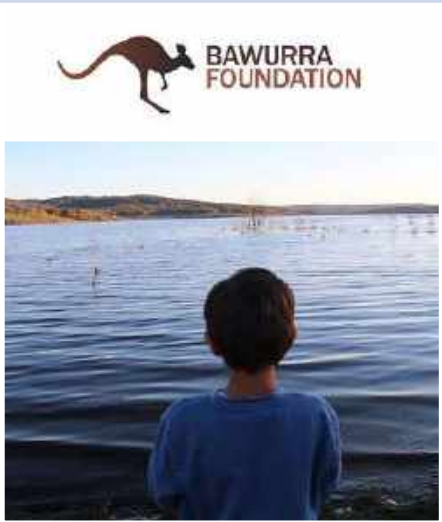


The Alannah & Madeline Foundation First Responders Walk

The Alannah & Madeline Foundation is a national not-for-profit organisation dedicated to keeping children and young people free from violence and trauma wherever they live, learn and play.

Fujitsu proudly supported the First Responders Walk, which acknowledged 25 years since the Port Arthur tragedy.

Total cash donation from Fujitsu: \$10,000.



Bawurra Foundation

In FY 21-22, we continued to support and nurture our relationship with the Bawurra Foundation. The Foundation works with First Nations communities and Elders to digitally preserve Aboriginal and Torres Strait Islander knowledge and culture. Their digital library has reached over 1,300 students in 12 remote communities within Australia. We are proud to provide pro bono support by hosting the library in our cloud.

In FY 21-22, we received a grant from Fujitsu Group’s Strategic Community Investment Fund to support the digital preservation of important cultural and community artifacts in the Torres Strait Islands. We look forward to working closely with the Bawurra team to develop this project.

Total donated: \$1,500 in-kind + \$20,000 cash grant.





### Camp Quality

The launch of Camp Quality's 'Kids' Guide to Cancer App' was a proud moment for the Fujitsu team, with team members in Australia and Poland working on this impactful project. In FY 21-22, we continued support the success of the app, alongside Camp Quality, with further updates and developments. These included branding changes, language translation, screen additions and UX design.

We are working with Camp Quality to connect our team members with volunteering opportunities and look forward to some exciting projects in the coming year.

[Case study](#)

[Read story](#)



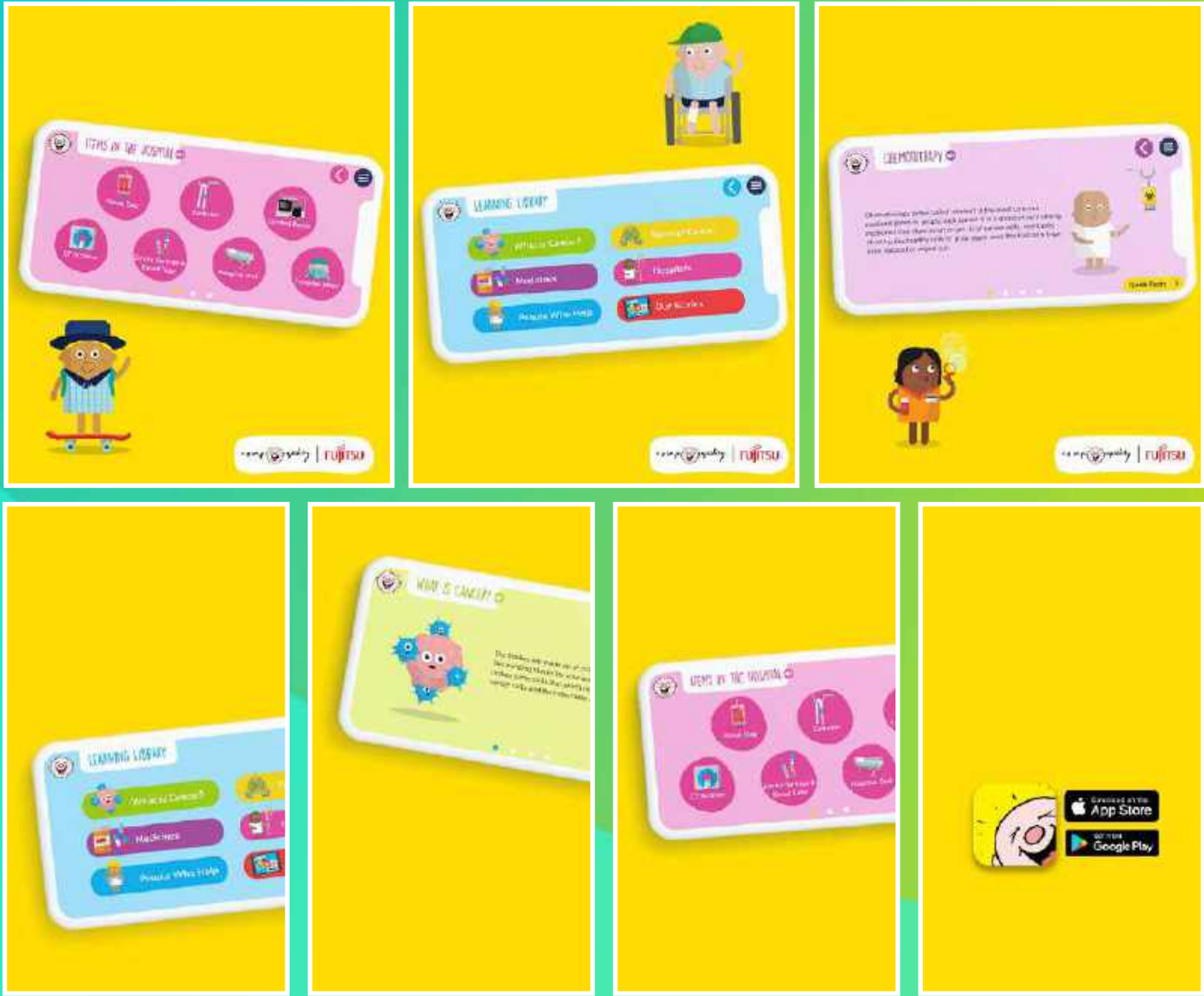
### Mini Woolworths

Mini Woolworths stores are located inside schools that specialise in educating students with intellectual disabilities, sensory disabilities, and autism. By replicating aspects of a Woolworths supermarket, the stores provide students with authentic work and shopping experiences to help prepare them for post-school life.

At checkout, grocery items are scanned using fully operational registers, proudly provided by Fujitsu, building independent skills in customer service, communication, money handling and organisation.

Early in 2022, Woolworths and Omnia Fresh Foods collaborated to launch a Mini Woolworths Omnia Fresh Food outside a school for the first time. We are so excited to see the positive impact this partnership is having on young people and their families.

[Watch video](#)







### Soldier On

Fujitsu Australia has a long and powerful partnership with Soldier On, which supports veterans and their families. Soldier On helps individuals build resilience, and create and expand meaningful connections with family, community and employers through health and wellbeing services, employment programs, learning opportunities, and social participation activities.

[Watch video](#)

As a Platinum Pledge partner, we provide financial and in-kind support, through fundraising initiatives, donations, and career development opportunities for veterans. We greatly value our Soldier On partnership and are exploring new in-kind projects that leverage our digital capabilities.

[Read more](#)



### Ronald McDonald House Charities (RMHC)

Fujitsu proudly attended the RMHC NSW gala fundraising ball and contributed \$4,500 worth of prizes for their raffle. We also ran a joint diversity, equity and inclusion group trivia event to celebrate Social Justice Day which saw \$500 donated to RMHC in Australia and Aotearoa New Zealand by Fujitsu and participating team members.

**Total value: \$38,000 worth of time, cash and in-kind contributions to the RMHC.**

### Flood support

This financial year has been incredibly hard on many communities, with multiple instances of flooding affecting NSW and Southeast Queensland. It was important for Fujitsu to demonstrate support to our people and communities by responding with impactful actions.



Encouraging employees to use Volunteering with Purpose and Community Service Leave for flood relief work. Some of our Brisbane team made use of this by working with the 'Mud Army'.



Matching employee donations to the Australian Red Cross, St Vincent De Paul Society, Salvation Army and Lifeline during March 2022. The total amount raised by employees was \$5,142.60, and Fujitsu matched that to bring the total raised to \$10,287.60.



Pledging financial assistance of \$15,000 (total) to the Qld & NSW SES for the provision of support services.



## Aotearoa New Zealand partnerships



### YTech by CreateOps

[YTech](#) is an event by CreateOps that aims to inspire a diverse range of young people, including Māori and Pasifika youth, to consider technology careers. YTech was founded by **Edwina Mistry**, Director of CreateOps, alongside seven South Auckland high school students in 2017. By sponsoring YTech, Fujitsu is demonstrating commitment to diversifying our team in Aotearoa by building the talent pipeline, in line with our [Māori and Pacific Peoples Inclusion Plan](#). We look forward to sharing the outcomes of YTech in the coming year.

[Find out more](#)



### Rainbow Tick

[The Fujitsu Pride team](#) kicked off their submission to Rainbow Tick to track and improve inclusion initiatives for LGBTI+ team members in Aotearoa New Zealand. Fujitsu joined Rainbow Tick last year and has committed to a further 5 years of membership. Rainbow Tick is a certification mark for organisations that complete a diversity and inclusion assessment process. Similar to the AWEI in Australia, Rainbow Tick is about accepting and valuing people in the workplace, and embracing the diversity of sexual and gender identities. The Rainbow Tick team's senior leadership sponsor in Aotearoa is **Ali Cleary**, with submission work led by **Lauren Perrin**. We can't wait to share news of our certification result next year.



### Starlight Children's Foundation

Starlight works in partnership with health professionals to bring the fun, joy and laughter that helps sick kids be kids. In this financial year, Fujitsu donated \$1,500 to support their work in Aotearoa.



### Young Enterprise Scheme

Fujitsu proudly continues our engagement and support of the [Young Enterprise Scheme \(YES\)](#), a not-for-profit committed to inspiring young people to discover their potential in business and life. YES offers programs and classroom resources to high school students to inspire entrepreneurship and creativity. Fujitsu sponsors YES and is working to engage more Fujitsu team members with their programs through Volunteering with Purpose Leave.

[Read story](#)

[Watch video](#)



### Tupu Toa

We are excited to sign up to a new partnership with [Tupu Toa](#), where we will host Māori and/or Pasifika interns. Fujitsu received a global community grant and will start with 2 interns in the summer of 2022-23. The interns, who we hope will stay on with Fujitsu, are part of our plan to build a diverse talent pipeline as we work towards becoming an inclusive employer of choice for Māori and Pacific Peoples. We can't wait to welcome our interns to the business.



### Ronald McDonald House Charities (RMHC)

Fujitsu team members participated in RMHC's 'House to House Challenge' which challenges fundraisers to run, bike or swim at least 210km to help support families with a hospitalised child.

Every month, Aotearoa New Zealand families travel an average of 210km for their child to receive hospital treatment away from home. **David Bodenham, Aaron Trillo, Pooja Pundir, John Quinn, Mustafa Ogab** and **Karen Diaz** raised almost NZD\$6,400 including NZD\$2,000 from Fujitsu.



# Safe and ethical operating practices

To ensure that we maximise the societal value Fujitsu creates, the foundation of our business must be ethically designed and well governed. This ensures a safe and empowering environment where great people thrive and great ideas come to life.



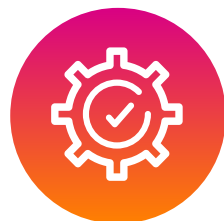
Fujitsu recognises that the work that we do is not without risk, and we take our role in society very seriously. We think about safe and ethical operating practices under three key areas:



Responsible innovation



Health, safety and wellbeing

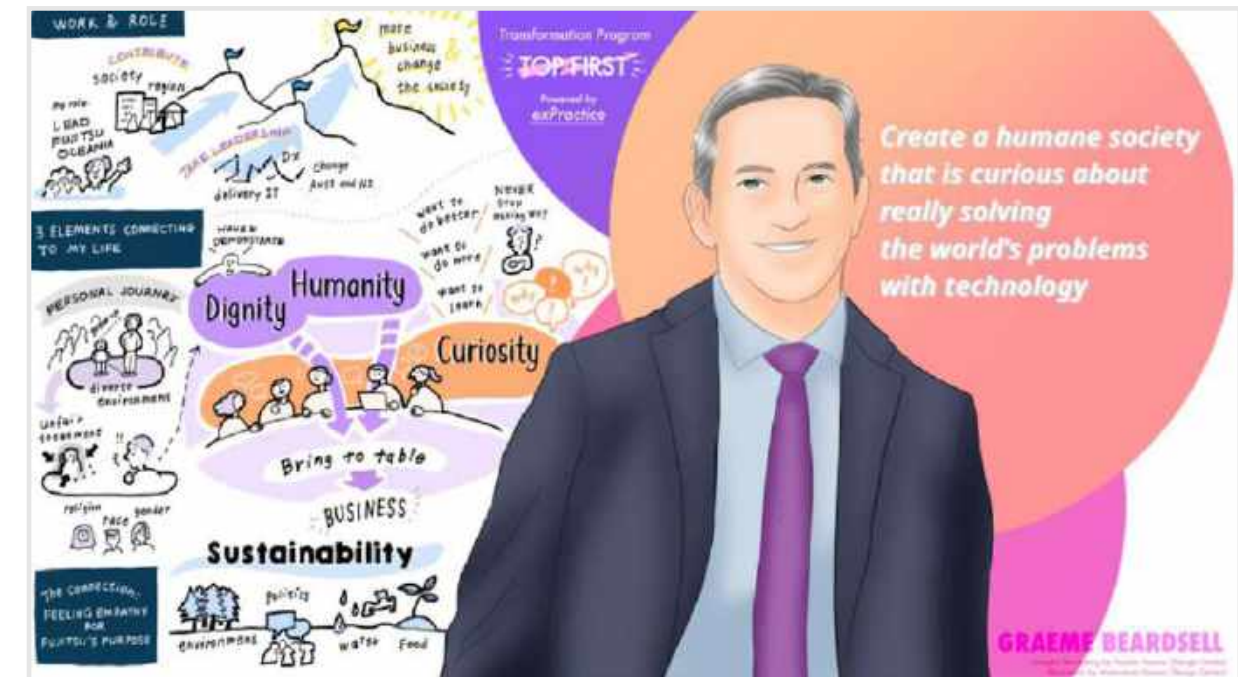


Ethical operations



## Responsible innovation

Responsible innovation means steeping our innovation process in purpose and integrity. This ensures that all our people think deeply, empathise with people's challenges, and collaborate and act with agility to create solutions for positive impacts.



### Purpose Carving

To help our people to embrace our purpose, we started a program called [Purpose Carving](#). This helps individuals to think about how their own purpose intersects with Fujitsu's overall purpose of making the world more sustainable by building trust in society through innovation. Starting with the Fujitsu management team in 2019, we are rolling this program out to our people around the world.

[Find out more](#)

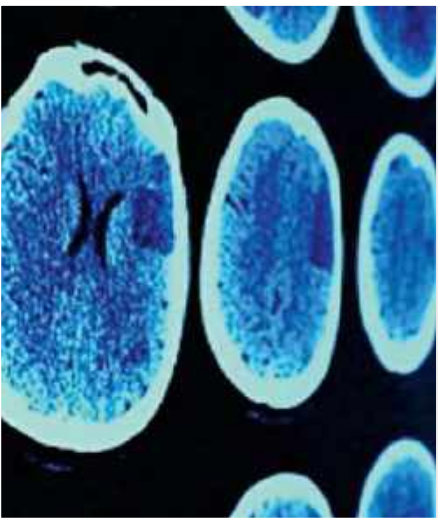
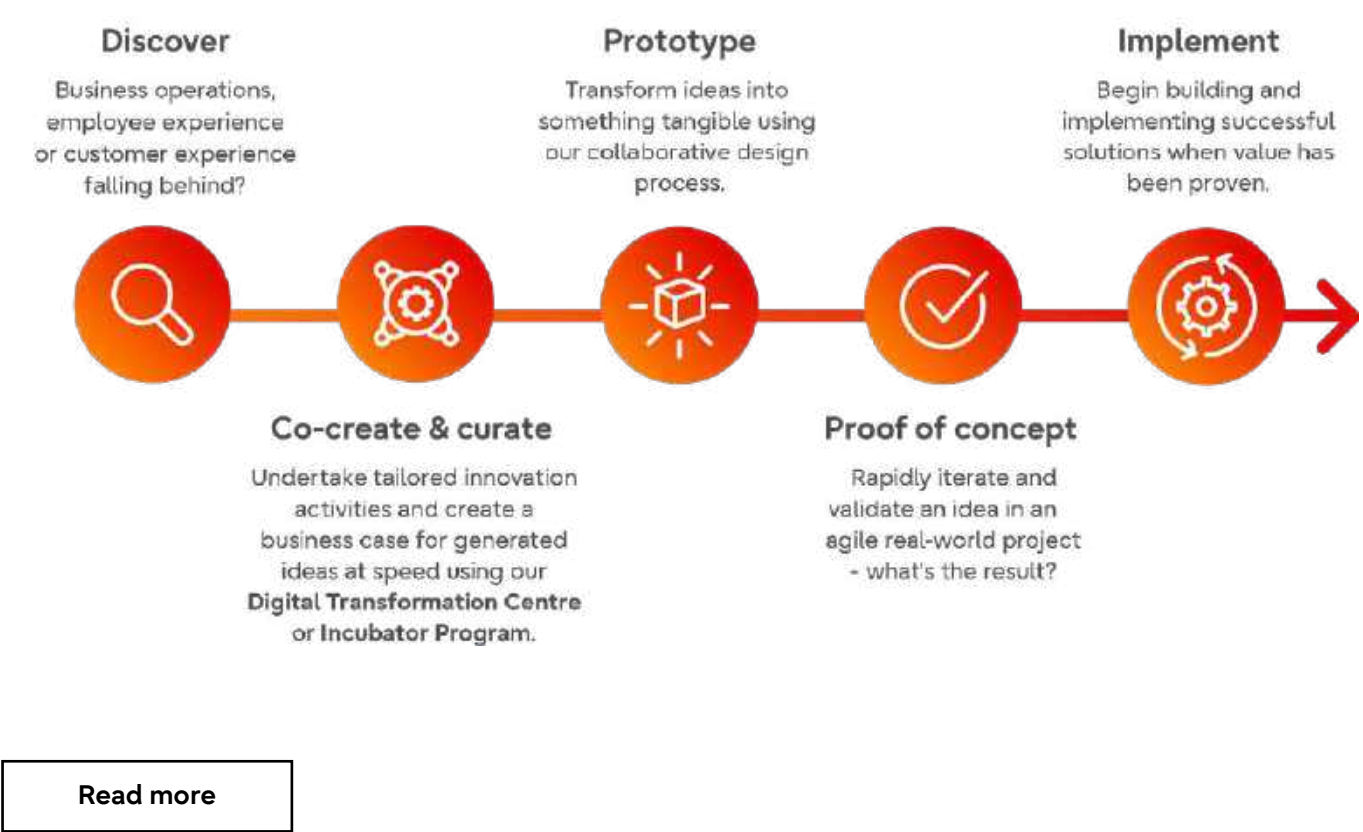


Purpose-led co-creation

Our people take this revitalised sense of purpose to our customers and community partners, so we can co-create solutions to address real societal challenges.

At Fujitsu, DX uses a human-centred design (HXD) approach, which means bringing together insights from a broad ecosystem of start-ups, research bodies, and partner companies, to leverage global expertise on emerging technologies, such as AI, Internet of Things (IoT), Blockchain and more.

Engagement framework



Macquarie University joined forces with its neighbour Fujitsu and medical device manufacturer GE Healthcare to develop an AI-enabled diagnostic technology that can analyse CT scans for brain aneurysms. This technology aims to significantly accelerate the process of analysing CT scans, in order to free up valuable radiologist time. Through the use of this AI technology and the accompanying 3D structural analysis data, neurosurgeons will hopefully be able to make better decisions when planning surgery.

[Read more](#)

Ethics of emerging tech

In March 2019, as a reflection of the rapid recent development of AI technologies, the Fujitsu Group formulated and announced the 'Fujitsu Group AI Commitment', and has since have been stiving to better understand, educate and apply best practice when it comes to ethical AI.

Notable contributions this year include:



Establishing an AI Ethics and Governance Office.

[Read more](#)



Producing a comprehensive AI ethics impact assessment toolkit for AI developers.

[Read more](#)



Partnering with the TUM Institute for Ethics in Artificial Intelligence to drive the debate regarding the transparency, accountability and traceability of AI through a series of activities.

[Read more](#)



Cyber technology innovation

In February 2022, Fujitsu acquired oobe, a company that provides Perimeta for Microsoft 365 to enable fast deployment of remote working solutions using SaaS. The solution is secure and compliant to the highest government regulatory standards and industry best practices, to protect against cyber attacks, identity theft and data breaches.





## Cyber security our value proposition



The move to a **hybrid workforce, digital economy** and rapid **cloud adoption** is creating a far greater attack surface. Risks include technology vulnerabilities and the highly motivated **threat actors** who compromise and disrupt business for financial gain and geo-political advantage.



We **protect data, detect threats and resolve security incidents** before they impact a customer's business.

We deliver **cyber resilience** up to the most critical requirements for organizations operating in the **ANZ region**.



Fujitsu provides unique insight and capability to address **cyber security challenges**.

We can serve and operate the **full technology stack** for our customers across government, public safety and diverse commercial sectors, prioritising **protecting data and applications**.



At Fujitsu we believe that

**#securityintegrated**  
**#securitybuiltin**  
**#securityassured**

enable our customers to operate their technology with confidence, helping to build trusted societies.



We work with **trusted partnerships** to provide independence and assurance for technology selection and competitive consumption models. We adapt our security services to meet specific needs.

We are recognized in the **ISG Leader Quadrant** for our technical, managed and strategic security services.

### Security and cyber

Security of our customers' users, applications, data and technology operations is paramount to Fujitsu, which is why we established our 'Cyber Security Value Proposition' in FY 21. We believe that prioritising integrated, built-in and assured security will enable our customers to operate their technology with confidence and help create a trusted society.

### Data and privacy

With sensitive and sometimes personal data at the centre of DX solutions, there will continue to be concern over its security, our privacy and the potential harm from misuse. This is why we apply rigorous security and privacy practices.

Due to COVID-19, we are supporting our people to work their preferred way. We have remained vigilant in preventing data security or privacy breaches that could result from this new way of working.

Our annual global Privacy Awareness Week was held across Fujitsu Australia and Aotearoa New Zealand in May 2021 and carried the theme of 'Make Privacy a Priority'.



Recognised as Emerging GSI – ANZ at the Proofpoint Partner Summit.

[Read more](#)



Engaging with industry through a Security Leadership Roundtable.

[Read more](#)





## Health, safety and wellbeing

### Supporting our teams through COVID-19 challenges

FY 21-22 continued to see a strong focus on risk reduction against the ongoing challenges of COVID-19.

Following extensive risk assessment, surveys and consultation with our employees, Fujitsu introduced a mandatory vaccination policy, with built-in flexibility for employees with reasonable grounds for exemption (e.g. medical).



**COVID-19**  
vaccination rate 94%  
(higher for essential  
services group)



**Flexible working** –  
home, the office or  
hybrid combination



**Home-based**  
work assessments  
implemented



**Mental wellbeing**  
sessions on how  
to stay connected



**Virtual events to**  
keep people engaged  
and learning

### In FY 21-22 we also:

- Refreshed our all-employee mandatory Health, Safety & Wellbeing module to incorporate case studies, interactive knowledge tests and an enhanced learner experience.
- Completed an online home-based working checklist to ensure individual arrangements are healthy and safe, with the provision of suitable IT hardware and furniture via a Service Now request or access to a cash expense claim for the purchase of personal items.
- Launched the 'Fujitsu Drive So Others Survive' campaign, including vehicle branding and deployment of new driver safety modules.

### The Fujitsu focus on wellbeing

In FY 21-22, we continued to build on our mental health strategy with several storytelling campaigns to promote conversations on the lived experience of mental illness.



Our CFO hosted a June 'Men's Health Month' panel event to raise awareness of preventable health issues, both physical and mental, and encouraging action for early detection and treatment among our men and boys.

In partnership with our Employee Assistance Program (EAP) provider, Assure, we launched 'Wellbeing Gateway', a new mental health and wellbeing app. The mobile app provides a great way for Fujitsu employees and their family members to access support, coaching and resources when and where they need it.



Our CEO presented a fireside chat with **Tegan Davies** of the 'Oranges Toolkit', where they spoke about theory and personal insights to help reduce the stigma associated with mental illness.



**The lost time injury**  
frequency rate was  
recorded at 1.5, a year-  
on-year stable measure.



**Zero significant**  
incidents or potentially  
significant incidents  
were recorded for the  
reporting period.

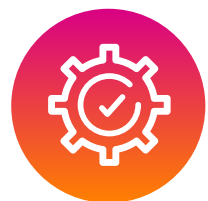


**Successfully met target**  
of 80% attendance of  
executive leadership  
team at monthly Safety  
and Wellbeing Steering  
Committees.



**Zero major non-**  
conformances identified  
during external  
audit activity of the  
Safety and Wellbeing  
Management System,  
certified ISO 45001.





## Ethical operating practices

### Governance and compliance

Fujitsu's compliance committee and framework assist us to maintain an effective ethics and compliance program, by promoting an organisational culture that values ethical business conduct and compliance with the law.

### Completion rates for our 3 online annual compliance courses



+ 99% of employees completed business standards training.

### Compliance Week

Every year on UN Anti-Corruption Day in December, Fujitsu holds Compliance Week, which focuses on our Fujitsu Way Code of Conduct and our Global Business Standards, which are based on our six pillars:



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 organisation for personal gain.

We released one quiz a day for employees to complete during Compliance Week. With over 200 entries received, one lucky winner was chosen each day from a pool of respondents who answered all of the questions correctly.

### Our Compliance Week prize winners were ...



Tanvi Mahant



Peter Watson



Hossein HafeziMasoomi



Danny Lee



Sara Wedgwood





## Human rights

The Fujitsu Group aspires to be a company where, in both the real-world and digital societies, consideration for human dignity is reflected in all our corporate activities and we constantly work to “create human-centric value”.

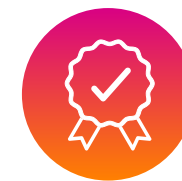
This year, we have successfully managed to establish a global human rights working group and train over 80% of our global workforce on human rights matters. We continue to raise the profile of human rights in our value chain. Learn more about our [current and planned activities here](#).

## Responsible Supply Chain

At Fujitsu, we recognise that we form part of a much broader ecosystem. It is important to us that the businesses we work with share our values and aspiration for a trusted, ethical and sustainable world.

This is why we attentively engage with our suppliers to protect human rights, minimise environmental impacts through the goods and services we procure, and help make our supply chain as diverse as the communities we serve. For more on supply chain diversity please refer to the [supplier diversity section](#).

As well as applying comprehensive [responsible procurement practices](#), key focus areas for our business this year have included human rights, modern slavery and global supply chain and conflict minerals.



## Modern slavery

Fujitsu reports under the Modern Slavery Act (Cth) 2018. Our Modern Slavery Committee remains committed to best practice and this year has focused on:

- categorising supplier by risk profile
- due diligence questionnaires conducted for in-scope suppliers (completed by 96% of target suppliers)
- working with suppliers to establish any required remediation processes
- establishing rights to audit suppliers where necessary
- ongoing delivery against our 3-year plan as outlined in our [Modern Slavery Statement](#).

We also have strict policies on anti-bribery and corruption, conflicts of interest and privacy protection, including an anonymous whistleblower portal and hotline. Learn more in the [Modern Slavery Report](#).



## Global supply chain and conflict minerals

Fujitsu has established a structure to ensure the ethics and transparency of procurement activities in the supply chain. We support the responsible procurement of minerals that give rise to conflicts (conflict minerals), or minerals (such as tantalum, tin, gold, tungsten and cobalt) that are at high risk of being associated with forced labour or human rights violations, through the following activities:

- Becoming a Responsible Business Alliance (RBA) member in March 2017 and adopting the RBA Code of Conduct as the ‘Fujitsu CSR Procurement Guideline’.
- Being part of the Responsible Minerals Initiative (formerly CFSI) which is part of the JEITA working group on responsible minerals.



# Engage with us

## Digital co-creation

If your business is interested in our digital co-creation capabilities, [head to our website](#) to book a co-creation session to help solve your business challenges, or to discover more of our digital co-creation capabilities.

Book here

## Purpose together

Do our purpose and values align with yours? [Reach out to the Office of Purpose team](#) to see if there's a way for us to collaborate.

Reach out

## Community partnerships

If you have a community partnership proposal for us to consider, that aligns with our strategy or diversity, equity and inclusion focus areas, please [reach out to the Office of Purpose team](#).

Reach out



## Work with us

Fujitsu Australia and Aotearoa New Zealand are diverse organisations with over 3,500 people. We are always looking for passionate people with diverse backgrounds and skills to help us achieve our purpose of making the world more sustainable by building trust in society through innovation. Head to our careers page to view our current vacancies. If you don't see quite the right role, reach out to the Fujitsu Chandler Macleod Talent Team as they will know what roles are coming up.

Start your dream role here



## Stay connected

Get added to our quarterly e-newsletter.

Sign up here

Follow us:







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