

Fujitsu Supplier Code of Conduct for Corporate Social Responsibility

Fujitsu Group is committed to the highest ethical, environmental, safety and quality standards.

Fujitsu Group promotes, together with our suppliers, Corporate Social Responsibility (CSR) conscious procurement activities such as protection of the global environment; compliance with laws and regulations; respect for human rights, labour, health and safety; safety and quality of products and services; and promotion of information security, fair trade and corporate ethics based on internationally recognized standards such as the Ten Principles of the UN Global Compact.

[Fujitsu Global CSR Supply Chain Guideline](#), which defines the basic requirements placed on Fujitsu, is also applicable to all our suppliers of goods and services as it concerns their responsibilities towards the stakeholders and the environment.

Fujitsu Group conducts business in a manner that is consistent with these principles and requires the same level of compliance and behaviour from all of its suppliers subject to the applicable laws, rules, and regulations of the countries where the business is carried out.

The purpose of this Code of Conduct is to make sure that all businesses that make up the Fujitsu Oceania supply chain understand and are aligned to and comply with Fujitsu’s policies, principles, commitments, and targets for operating as a leading socially responsible business.

For details, please refer to following links:

- [Fujitsu Global Procurement Policy](#)
- [Fujitsu Oceania Procurement Policy](#)

Principles

Fujitsu has established the following principles for compliance by our suppliers.

Items	Contents
1. Human Rights, Labour, Health and Safety	<p>We respect individuals' human rights and do not condone or support unlawful discrimination of people in employment or the provision of goods and services based on prohibited grounds, such as sex, gender identity/expression, marital or civil partnership status, race, ethnicity or national origin, disability, religion, sexual orientation, or age. We do not support or endorse any type of human rights abuse. Also, we do not induce anybody to infringe such human rights.</p> <p>We comply with the Modern Slavery Act 2018 (Cth). We do not engage in any activity, practice, or conduct which would constitute modern slavery under the Modern Slavery Act, such as human trafficking, forced labour, deceptive recruiting, or debt bondage. We also expect our suppliers and partners to comply with this Act.</p> <p>We expect suppliers and partners to have an anti-discrimination policy in place and comply with relevant government anti-discrimination legislation.</p> <p>We endeavour to establish comfortable work environments for the security and health of our employees.</p> <p>We respect the rights to freedom of association of employees according to the applicable laws in the countries in which business is conducted.</p>

2. Diversity & Inclusion	<p>We are committed to encouraging diversity in the workplace and the provision of a work environment that is free from discrimination and promotes equal opportunity to all.</p> <p>We are committed to increasing supplier diversity in our supply chain through our Supplier Inclusion & Diversity Policy. We encourage our suppliers to adopt similar policies and purchase from diverse businesses.</p> <p>We proactively seek to procure products and services from diverse businesses which include but are not limited to: those that are owned, managed, and controlled by Indigenous, Maori or Pasifika people; disability enterprises, veterans, women, LGBT+ identifying persons and B Corporations. With this we aim to generate value within our supply chain, increase opportunities for diverse businesses in our community and meet relevant government requirements.</p>
3. Global Environment	<p>We promote the establishment and implementation of environmental management systems ("EMS").</p> <p>We expect suppliers and partners to have appropriate environmental controls; remediation processes in place for any potential environmental incident; provide documentation of these controls and remediation processes; and report any environmental incidents to Fujitsu.</p>
4. Fair Trade and Corporate Ethics	<p>Fair Trade We promote fair and free competition and do not engage in any illicit trade.</p> <p>Confidential Information We maintain and promote proper handling of confidential information, including third parties' confidential and personal information.</p> <p>Intellectual Property We strive to respect the intellectual property of others, understanding the role that intellectual property plays as an important resource to underpin organizations' business activities.</p> <p>Prohibition of Bribes We do not tolerate corruption in any form, comply with all applicable anti-corruption laws and regulations including bribery and extortion, including but not limited to: the United States Foreign Corrupt Practices Act of 1977, the UK Bribery Act of 2010; and the OECD Convention, nor do we allow anyone acting on our behalf to engage in such conduct</p> <p>Conflict Minerals* We strive to ensure supply chain transparency and to conduct responsible procurement of minerals</p>
5. Compliance with Laws and Regulations	<p>We comply with applicable laws, regulations and accepted social practices governing our local and global businesses.</p>
6. Safety and Quality of Products and Services	<p>We strive to maintain high standards of safety and quality in our products and services.</p>
7. Information Security	<p>We strive to maintain and promote information security in order to properly protect our own information and information systems and those of third parties.</p>

* Conflict minerals are the minerals whose mining or trading finances armed groups and fosters conflicts, or the ones closely related to such issues as human rights abuses or labour issues. The Dodd–Frank Wall Street Reform and Consumer Protection Act enacted in July of 2010 requires U.S. and foreign companies listed on the U.S. Stock Exchange to report the use of conflict minerals that are used to produce tantalum, tin, tungsten, and gold and any other minerals named by the State Department to the U.S. Securities and Exchange Commission (SEC)