

# Māori and Pacific Peoples

Inclusion Plan  
2021 - 2025



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## About the artwork

'Ko Wai Au' (medium: acrylic on canvas) is by Tamara Grant from Xabilities.

### Artist connection to land

Ko Aotea te Waka  
 Ko Ruapehu te Maunga  
 Ko Whanganui te Awa  
 Ko Uenuku te Iwi  
 Ko Ngati Tamakana te hapu  
 Ko Makaranui ki Raetihi te Marae  
 Ko Te Piki Kotuku raua ko Tukaioa aku Tupuna  
 Ko Ngati Tama ki whanganui a tara me Atihaunui a Paparangi  
 me Tuwharetoa me Nga Rauru me Ngati Hikairo te taha hoki o  
 toku Papa.  
 Ko Tamara Grant ahau.

### "Ko tenei ahau"

E tū nei ki tōku turangawaewae, kua riro ki te ringa o te Pākeha, ā "ko tenei ahau" e whakahoki mai i te mana o tōku rohe. E tū pou pou ana ki Te Whānau-a-tara ki te tari matua o Fijitsu. He uri whakaheke nō ōku matua tupuna nō roto mai i Te Whanganui-ā-Tara nō te iwi o Ngāti Tama. Ānei ahau e whakaatu i tōku toi ā " ko tenei ahau" me tōku hononga ki tenei rohe ōku.

*The name of this taonga (treasure or highly prized possession) is 'Ko wai Au' (Who am I?). Ko Wai Au provides a critical connection for the artist, Tamara, and her place within the lands of Whanganui a Tara (Wellington city). This art piece is displayed in Fujitsu's head office in Wellington, on land known as Kumutoto kainga that was once established and occupied by tribes such as Ngāti Tama, Ngāti Mutunga, Te Atiawa, Ngāti Te Whiti, today collectively known as Taranaki whanui. Ko Wai Au provides a symbolic way of return for Tamara's Taranaki whanui ancestors and represents the new beginnings of hope for inclusion. Ngā mihi nui kia koutou (thank you/blessings) Fujitsu.*

## Art description

"This Toanga tells the story of inclusion of Māori and Pacific Islander people. The top white section, is a tukutuku called Poutama, which is a familiar sight, weaved into the walls of Marea around Aotearoa. This particular tukutuku design is called Poutama in translation meaning the stairway of heaven. This pattern symbolised our connection to our ancestors, when looking at the ancient passed down geometry of poutama, when one sees the series of steps it gives us the time to receive knowledge and education from the gods, so we can strive for excellence, and care of those in need. The Māori interpretation of Poutama is "one who supports his whanau (family), hapu (sub-tribe), and iwi (tribe)" - a leader. Showing us how to move and walk through life. Below this sits the Koru (loop), presented in a red colouring. This is a spiral shape symbolising new life and new beginnings. When I was painting, I used the golden spiral set up by da Vinci and I giggled in amazement at how intelligent my ancestors truly are. For Fujitsu, by implementing their Māori and Pacific Islander Inclusion Plan, they are breathing new life into the company and embracing new beginnings. The blank space in the corners gives us the room we need to breathe and assess how we can achieve the most for our community. Next we have the Pasifika flowers, painted in brown acrylic, symbolising the greetings when we enter the Pacific Islands. These signify the love and unity we have for each other as a community. This symbol of unity is reflected in Fujitsu's commitment to embrace the Māori and Pacific Island communities through the implementation of their Plan. The flowers represent nature and who we are. Grounding the image is traditional weaving pattern, presented in white, which shares the story of Fujitsu joining or weaving together new cultures as they embark upon a journey to work together as one. The weaving represents respect.

Weaving is a living art form passed down from the ancestors and a strong symbol of the survival of Māori culture. In Pacific culture weaving the moenga (mat) is a way they pass stories and the art of storytelling has been an integral part of Pacific cultures. Finally, in the centre, sits Matariki, the little eye of our ancestors, watching and guiding as we take a new journey, just as it guided our ancestors on their voyages which shaped our culture and history, and if you look closer you will see the waka and canoe in the shadows.

The Matariki represents the Māori new year, signified by the Matariki cluster of stars reappearing in our night sky, this is a time to reflect on the past year, celebrate the present, and plan for the year ahead. The Māori also used this cluster of stars to track when is best for growing and planting their crops, as the Matariki helps to track weather patterns (how intelligent!). When stepping back and looking at this painting as a whole, all of these elements symbolise the story of the strength and intelligence of Māori and Pasifika and how proud we are to be who we are. I wanted to show this perspective, as the inclusion of Māori and Pasifika is not a benefit for others, it is a benefit for those who take on the journey. We are a culture that could survive without money, lived upon systems created through nature, and created ancient geometry to pass down the knowledge."



## CEO foreward

Tēnā koutou katoa,

It gives me great pleasure to present Fujitsu Aotearoa New Zealand's Māori and Pacific Peoples Inclusion Plan.

At Fujitsu, our purpose is to make the world more sustainable by building trust in society through innovation. As a leading IT services provider, innovation is the catalyst that drives us towards creating the future we want to see, in which opportunity and prosperity for all people are enabled by technology. To achieve this purpose, we need to ensure we have a diverse, empowered range of people contributing to our business and the solutions we develop.

It is no secret that Māori and Pacific New Zealanders have been underrepresented in the technology industry for decades. That is why Fujitsu has taken the step of publishing a formal inclusion plan – to express our commitment to being part of the solution, and to work collaboratively with community, customers, and our people as we do so. 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.

Fujitsu recognises and celebrates the significant contributions Māori and Pacific communities make towards the rich tapestry of Aotearoa's culture and economy. We also recognise that we have much to learn, and this plan expresses our commitment to creating real cultural change in our organisation, where we can deepen our understanding of Māori and Pacific cultures within our business and value chain. We also recognise that like many other diaspora communities, many Pacific New Zealanders still have strong links to their home Island nations.

I am proud to share the goals expressed through this strategy and looking into the future with a 5-year plan which we genuinely believe will be key to how we will achieve Fujitsu's purpose in Aotearoa New Zealand. This is Fujitsu Aotearoa New Zealand's roadmap to creating real change. With the support of employees, partners, and customers alike, we look forward to helping realise a vibrant, successful digital sector where Māori and Pacific Peoples and businesses play a valued and vital role.

Ngā mihi nui/Yours sincerely,

**Graeme Beardsell**

Chief Executive Officer  
Fujitsu Australia and New Zealand



## Country Manager foreward

As a global digital transformation leader, Fujitsu has a responsibility to improve the lives of people around the world, particularly those that are often overlooked in the technology sector. Our purpose – to make the world more sustainable by building trust in society through innovation – comes through the creation of a sustainable and local workforce with diversity of thought, culture and abilities.

At Fujitsu, we understand that Māori and Pacific peoples are an incredibly important part of Aotearoa's population, and we are committed to including them in our journey towards creating value for customers with our employees, suppliers, and community partners. We embrace Māori and Pacific cultures in our business and use truth telling and storytelling to encourage harmony and respect between all. We are working to create culturally safe workplaces to attract more Māori and Pacific talent to our business, because we know diversity of people, skills, and ways of thinking, are integral for us to be innovative.

This Māori and Pacific Inclusion Plan is just one step toward genuine and complete inclusion. We are committed to achieving the Plan's goals, but aim to also be flexible and agile when it comes to this mahi (work), and above all respectful and inclusive – always.

I am certain that through this Māori and Pacific Inclusion Plan – and the mahi of all those committed to a fair and inclusive workplace and society – we will create continued positive impacts for all communities, including Fujitsu Aotearoa employees and their whanau (family).

Naku te rourou nau to rourou ka ora ai te iwi/With your basket and my basket, the people will thrive.

No reira, tena koutou katoa.

**Rob Purdy**  
Country Manager  
Fujitsu Aotearoa New Zealand

# Our vision for an inclusive Fujitsu

The Fujitsu Group's purpose is "to make the world more sustainable by building trust in society through innovation." This is a commitment to humanity and a commitment from each and every employee to think beyond their immediate roles from a broader, more global perspective, and lead the way towards large-scale societal transformation. We believe that making formal efforts to partner with and for Māori and Pacific communities will be key to how we live our purpose in our Aotearoa business.

At Fujitsu, our aim is to ensure that every aspect of our business celebrates diversity and inclusion. We know this will drive engagement, productivity, and the innovation required to help our customers and communities thrive in a complex and changing world.

Fujitsu's values set out how we will act to achieve our purpose, and they have been reflected in how we have structured our Māori and Pacific Peoples Inclusion Plan. This is a second version of the Plan originally published in 2021, and contains revised timelines, updated branding and the inclusion of Ko Wai Au by Tamara Grant from Xabilities - a community organisation helping neurodiverse people to thrive.



## Wawata Aspiration

- Set ambitious targets and act with agility.
- Provide an environment where we embrace diversity and create original auahatanga (ideas).
- Stay curious and learn from failures and experiences.
- Deliver positive impact through human centric innovation.



## Tiakitanga Trust

- Honour promises and exceed expectations.
- Act with ethics, transparency, and matatika (integrity).
- Work autonomously and unite for common kotahitanga (goals).
- Contribute to a trusted society using technology.



## Aroha Empathy

- Strive for customers' success and their sustainable growth.
- Listen to all people and act for the needs of our kaitiakitanga (planet).
- Work together to solve global kotahitanga (challenges).
- Generate shared value, manaakitanga (respect and care) for our people, customers, partners, community, and shareholders.



## Our business

Fujitsu is a full-service ICT and Digital Transformation (DX) company with around 500 staff in Aotearoa New Zealand. We have 10 sites nationally, including offices and distribution centres, and our local head office is in Te Whanganui-a-Tara (Wellington). The Fujitsu Group is a global organisation of more than 3,000 employees in the Oceania region and 130,000 worldwide.

Fujitsu offers a full range of technology products, solutions and services in Aotearoa New Zealand and Australia. This includes services such as data centres, workplace and workforce support, cloud services, data and application services, providing IT hardware for users and enterprises, as well as delivering emerging technologies such as artificial intelligence, cyber security and blockchain. We work with our customers and wider ecosystem partners to use technology to help solve social issues, in line with our purpose to make the world more sustainable by building trust in society through innovation.

Fujitsu believes that being a responsible business means investing in a diverse, safe, and engaged workforce, adding value to the communities in which we work, and co-creating this value with our customers and supply chain.

By contributing to the United Nations Sustainable Development Goals (UN SDGs), we are helping to transform our world and build an inclusive, sustainable, and trusted society.

# Our Inclusion Plan

## **Fujitsu acknowledges that Te Tiriti o Waitangi is the founding document of Aotearoa New Zealand, and the Treaty partners are Māori and the Crown.**

This 5-year plan sets out Fujitsu's commitments to create value for Māori and Pacific individuals and their families, communities, and businesses.

Fujitsu established its Māori and Pacific Peoples Working Group in August 2021 to develop the Inclusion Plan and engage in activities to promote our vision of a respectful and diverse workforce. This is a practical plan of action built on Fujitsu's core values: wawata (aspiration), tiakitanga (trust) and aroha (empathy).

### **This Plan seeks to:**

- Implement initiatives to attract and retain Māori and Pacific talent to our business.
- Increase Fujitsu's use of Iwi/Hapu, Māori, and Pacific owned businesses in its supply chains and in the delivery of services.
- Develop and reaffirm partnerships and relationships with Iwi and Hapu of Aotearoa New Zealand.
- Improve the relationship, understanding and respect between Fujitsu employees and Māori and Pacific peoples.

Fujitsu has previously hosted Māori rangatahi (young people) along with a teacher from Te Kāpehu Whetū: Navigating Māori Futures, on behalf of Māori Women's Development Inc and CreateOps, an organisation devoted to encouraging young women and Māori and Pacific students from the southern areas of Tamaki Makaurau (Auckland), to consider tech careers by connecting them to industry during high school. In 2022, we were thrilled to work with Tamara Grant, a young Māori artist and founder of not-for-profit organisation Xabilities that supports young neurodiverse people. Her artwork 'Ko wai Au', commissioned for this Inclusion Plan, was launched at an event celebrating Matariki, and proudly hangs in Fujitsu's new head office in Te Whanganui-a-Tara (Wellington).

In 2021, we implemented systems to better understand how many employees identify as Māori or Pacific and 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. We commit to reviewing our progress against the plan every quarter, and to formally report progress in our annual Oceania Responsible Business Report.

This Plan's executive sponsors are Nicole Forrester (VP, Purpose, People & Culture Asia Pacific), and Rob Purdy (Country Manager, Fujitsu Aotearoa New Zealand).





# Wawata Aspiration

Our value of aspiration means that we set ambitious targets, draw on a wide ecosystem to achieve them, and learn from our failures and experiences. We embrace diversity and regard equity and inclusion as key enablers of original ideas. Above all, we strive to deliver positive impact through human-centric innovation. Fujitsu is committed to creating an organisational environment and culture that allows new thinking to thrive.

We are also committed to creating sustainable opportunities in our supply chain that support Māori and Pacific communities. We recognise that by doing this, we can help enhance opportunities for Māori and Pacific peoples in the Science, Technology, Engineering and Mathematics (STEM) fields and promote our vision of a prosperous digital future. This commitment also aligns with the focus from the Aotearoa New Zealand government and philanthropic sector on STEM, as they relate to Māori and Pacific rangatahi.

Action	Deliverable	Timeline	Responsibility
<b>Launch our first Māori and Pacific Peoples Inclusion Plan</b>	Launch our first Māori and Pacific Peoples Inclusion Plan.	September 2021	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
<b>Support inclusion of Māori and Pacific-owned businesses in Fujitsu's supply chain</b>	Update our supply chain policies to include commitments and remove barriers to Māori and Pacific suppliers.	September 2023	Head of Procurement
	Join Amotai and maintain membership.	Duration of this plan	Head of Procurement
	Plan and engage with specific Iwi/Hapu based entities and develop partnerships/relationships with these.	Duration of this plan	Head of Procurement
	Engage with Pacific business intermediaries such as Government-owned Pacific Business Trust.	Duration of this plan	Head of Procurement
	Provide training for procurement personnel on how to source and build relationships with Māori and Pacific suppliers.	Annually	Head of Procurement
	Deploy and promote the use of technology (e-procurement portal) to simplify sourcing of goods and services with Māori and Pacific suppliers.		
	Achieve spend targets with Māori and Pacific suppliers: FY22/23 - \$0.5M NZD FY23/24 - \$0.75M NZD FY24/25 - \$1M NZD	March 2023	Head of Procurement
	Work collaboratively with our Tier 1 suppliers in Aotearoa New Zealand to assist them to incorporate Māori and Pacific owned businesses in their own supply chain.	Progress assessed: April annually	Head of Procurement

Action	Deliverable	Timeline	Responsibility
<b>Create and support pathways for Māori and Pacific rangatahi into Fujitsu and the IT sector</b>	Create a Māori and Pacific internship program for undergraduate university students with links to our annual graduate intake.	September 2023	VP, Purpose, People and Culture
	Review and refresh Inclusion Plan based on lessons learnt, challenges and achievements.	April annually	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
	Investigate opportunities to partner with a not-for-profit organisation that focuses on developing STEM skills and interest in Māori and Pacific students at primary or secondary school level.	April 2022	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
<b>Improve employment outcomes by increasing Māori and Pacific peoples' recruitment, retention and professional development</b>	Build understanding of current Māori and Pacific staffing to inform future employment and professional development opportunities.	Progress assessed annually (April) throughout the duration of this plan	Head of Office of Purpose VP, Purpose, People and Culture Māori and Pacific Peoples Working Group Chair
	Develop and implement a Māori and Pacific recruitment, retention and professional development strategy.	By December 2023	VP, Purpose, People and Culture Māori and Pacific Peoples Working Group Chair
	Engage with Māori and Pasifika staff to consult on our recruitment, retention, and professional development strategy.	Progress assessed: April annually	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
	Advertise job vacancies to effectively reach Māori and Iwi/Hapu stakeholders.	Progress assessed: April annually	VP, Purpose, People and Culture
	Advertise job vacancies to effectively reach Pacific stakeholders.	Progress assessed: April annually	VP, Purpose, People and Culture
	Review people and culture and recruitment procedures and policies to remove barriers to Māori and Pacific people's participation in our workplace.	Progress assessed: April annually	VP, Purpose, People and Culture
	Continue to include a diversity, equity and inclusion statement in our job advertisements to encourage Māori and Pacific applicants to apply.	Progress assessed: April annually	VP, Purpose, People and Culture
	Increase the percentage of Māori and Pacific staff employed in our workforce.	Progress assessed: April annually	VP, Purpose, People and Culture
<b>Promote Māori and Pacific inclusion through our sphere of influence</b>	Communicate our commitment to Māori and Pacific Peoples through our internal and external communications channels, including Māori and Pacific content in our annual Responsible Business Report, external social media channels, and other channels as appropriate.	Progress assessed: April annually	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Explore opportunities to positively influence our external stakeholders to drive Māori and Pacific inclusion outcomes.	Progress assessed: April annually	Country Manager NZ Head of Office of Purpose
	Explore opportunities to collaborate with customers and other like-minded organisations to develop ways to advance Māori and Pacific inclusion outcomes.	Progress assessed: April annually	Country Manager NZ Māori and Pacific Peoples Working Group Chair Head of Office of Purpose

# Tiakitanga Trust

We honour promises and exceed expectations. We believe in matakita (ethics, transparency, and integrity) as a foundational value. We work both autonomously and with unity to achieve common kotahitanga (goals), including contributing to the UN SDGs. We will contribute to the realisation of a trusted society using technology.

At the heart of Fujitsu's commitment is our belief that building stronger connections with Māori and Pacific peoples will empower people and our organisation as a whole, to create a more prosperous and equitable society. Through genuine engagement of our staff and stakeholders, we can forge partnerships that will help Fujitsu to deliver technology outcomes that enable shared and sustainable prosperity.

Action	Deliverable	Timeline	Responsibility
<b>Build relationships to support and inform our Māori and Pacific peoples inclusion journey</b>	Develop a list of Māori and Pacific Peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our inclusion journey.	May 2023	Māori and Pacific Peoples Working Group Chair
	Develop a list of organisations, customers and other like-minded organisations that we could approach to connect with on our inclusion journey. Included on this list are those organisations that we have already connected with.	May 2023	Māori and Pacific Peoples Working Group Chair
<b>Maintain and review the Fujitsu Māori and Pacific Peoples Inclusion Plan Working Group</b>	Working Group will meet every quarter to manage and monitor the activities and deliverables detailed in this Inclusion Plan and report on its implementation.	Quarterly (April, July, October, January) each year	Māori and Pacific Peoples Working Group Chair
	Continue to encourage Māori and Pacific staff representation on the Working Group.	Progress assessed: April annually	Māori and Pacific Peoples Working Group Chair
	Establish and apply a Terms of Reference for the Māori and Pacific Peoples Inclusion Plan Working Group that is appropriate to the Inclusion Plan and Fujitsu's broader sustainability and commercial objectives.	June 2023	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
<b>Internally promote our commitment to Māori and Pacific people's inclusion</b>	Develop and implement a communication plan to raise awareness amongst all staff across the organisation about our Māori and Pacific Peoples Inclusion Plan commitments and activities.	June 2023	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success

Action	Deliverable	Timeline	Responsibility
<b>Internally promote our commitment to Māori and Pacific people's inclusion (continued)</b>	Develop an internal resource to include the Inclusion Plan, links to Amōtai, a list of local Iwi of the areas where Fujitsu has premises, explain the meaning and significance behind pepeha and other traditions.	September 2023	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Ensure onboarding processes for all new starters includes an introduction to Fujitsu's Māori and Pacific Inclusion Plan commitments.	June 2023 Annually reviewed thereafter	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Provide, where appropriate, cultural learning opportunities for staff, in particular senior leaders.	June 2023 Annually reviewed thereafter	Country Manager NZ Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
<b>Share key outcomes and learnings from implementation of the Māori and Pacific Peoples Inclusion Plan</b>	Share key outcomes in our Responsible Business Report. Include measurable statistics where they exist.	By December each year	Head of Office of Purpose
	Provide an opportunity for the Māori and Pacific Peoples Inclusion Plan Working Group to engage directly with Country Manager and other Aotearoa New Zealand senior leaders.	Annual	Head of Office of Purpose
<b>Build and maintain appropriate internal systems to maintain accountability and transparency</b>	Engage our senior leaders and other staff in the delivery of Māori and Pacific Peoples Inclusion Plan commitments via the balanced scorecard.	Progress assessed: April annually	Head of Office of Purpose
	Maintain the balanced scorecard system to track, measure and report on Māori and Pacific Peoples Inclusion Plan commitments.	June 2023	Māori and Pacific Peoples Working Group Chair Head of Office of Purpose
	Embed key actions in performance objectives of key employees who will deliver Fujitsu's Māori and Pacific Peoples Inclusion Plan commitments.	June 2023	VP, Purpose, People and Culture Māori and Pacific Peoples Working Group Chair Head of Office of Purpose

# Aroha Empathy

We work together to solve local and global challenges – to generate shared value for our people, customers, partners, community, and shareholders. We strive for our customers' success and their sustainable growth. We recognise and share the concept of manaakitanga and kaitiakitanga: we show respect and care, and act for the needs of our planet and all its people.

Fujitsu acknowledges the importance of creating a stronger awareness and understanding of Māori and Pacific peoples and their cultures, histories, and protocols. We also acknowledge that many New Zealanders, including our staff, have mixed heritage and so this Fujitsu journey is an opportunity to raise their confidence in understanding their own whakapapa (genealogy). We seek to build the cultural awareness and confidence of our employees to form respectful relationships with Māori and Pacific individuals and organisations.

Action	Deliverable	Timeline	Responsibility
<b>Integrate and promote Te Reo Māori into our business operations</b>	Celebrate Te Wiki o Te Reo Māori (Māori Language Week).	September annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose
	Investigate implementing Māori language options on our service platforms.	Complete initial investigation by April 2022	Māori and Pacific Peoples Inclusion Plan Working Group Chair
	Display Māori language signage in principal offices.	September 2022	Māori and Pacific Peoples Inclusion Plan Working Group Chair
	Have the first cohort of 50 complete a Level 1 Te Reo Māori Course.	April 2024	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Continue to include a Māori language greeting at the commencement of all-hands calls and other important meetings.	Ongoing	Director, Employee Engagement and Success Māori and Pacific Peoples Inclusion Plan Working Group Chair
<b>Provide Māori and Pacific cultural awareness training for employees</b>	Develop a Māori and Pacific cultural learning strategy, taking into account Pacific peoples from Melanesia, Micronesia, and Polynesia.	September 2023	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Consult localised Māori and Pacific leaders or advisors on the development and implementation of our cultural learning strategy.	April 2024	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success

Action	Deliverable	Timeline	Responsibility
<b>Provide Māori and Pacific cultural awareness training for employees</b>	Investigate cultural immersion programs (cultural learning) for key identified groups (e.g. senior leaders, Māori and Pacific Peoples Inclusion Plan Working Group Chair)	September 2023	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose Director, Employee Engagement and Success
	Invite Māori and Pacific people to share their experiences and stories at Fujitsu events.	At least two occasions each year throughout the duration of this plan	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose
	Promote opportunities for employees to use paid volunteering leave to volunteer with charities or are run by that service Māori and Pacific Peoples.	At least two occasions each year throughout the duration of this plan	Head of Office of Purpose Māori and Pacific Peoples Inclusion Plan Working Group Chair
<b>Raise internal understanding of Māori and Pacific cultural protocols</b>	Scope, develop and implement a plan to raise awareness and understanding of the meaning and significance behind Māori and Pacific protocols including pepeha and storytelling. Ensure that such activities showcase Māori and Iwi protocols and storytelling as priority in line with the bi-cultural foundation of Aotearoa New Zealand.	April 2024	Māori and Pacific Peoples Inclusion Plan Working Group Chair Director, Employee Engagement and Success Head of Office of Purpose
	Encourage our staff to get involved with developing their own pepeha, including for senior leaders to record and share their own pepeha	Progress assessed: April annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair New Zealand Senior Leadership Team
	Implement cultural protocols, for example: Where a new premise is opened or senior leader appointed, conduct a powhiri/welcome to celebrate. Include waiata/songs in support of a manager or staff member responding to a powhiri.	Progress assessed: April annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose New Zealand Senior Leadership Team
<b>Participate in and celebrate Waitangi Day</b>	Raise awareness and share information amongst our staff about the meaning of Waitangi Day which includes information about Māori peoples and Iwi communities.	February annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Director, Employee Engagement and Success Country Manager NZ Head of Office of Purpose
	Continue our communication to staff on Waitangi Day and promote community events in our local areas.	February annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Director, Employee Engagement and Success Country Manager NZ
	Ensure our Working Group, (where possible) has the opportunity to participate in an external Waitangi Day event.	February annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Country Manager NZ Head of Office of Purpose
<b>Celebrate and recognise Māori and Pacific dates of significance</b>	Create a communication and an events plan highlighting which dates of significance to communicate and how.	June 2023	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose
	Celebrate Matariki annually	June annually	Māori and Pacific Peoples Inclusion Plan Working Group Chair Country Manager NZ Head of Office of Purpose
<b>Promote positive race relations through anti-discrimination strategies.</b>	Engage with Māori and Pacific staff and/or advisors to consult on our anti-discrimination policy.	June 2023	Māori and Pacific Peoples Inclusion Plan Working Group Chair Head of Office of Purpose
	Educate senior leaders on the effects of racism and discrimination.	By September 2023 and biannually thereafter	Country Manager NZ Head of Office of Purpose



## Contact

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