

Fujitsu Portugal

FUJITSU

Responsible Business Report 2018



shaping tomorrow with you

The background of the page features a stylized, light pink illustration of several hands reaching upwards to hold a torch. The hands are positioned at the bottom and sides, with their fingers pointing towards the center where the torch's flame is located. The torch itself is a simple, elongated shape with a small flame at the top. The overall composition is clean and modern, with a soft, pastel color palette.

Contents

President's Message	2
Introduction	3
Responsible Business at a Glance	4
The AND Game	5
UN Sustainable Development Goals	6
Responsible Business Strategy	7
Environment	8
Community Development	9
Diversity & Inclusion	10
Wellbeing	11
Operating Practices	12
People	14

President's Message

In Pursuit of 'Success' on the Path to Creating a Sustainable Society

The world is currently undergoing enormous change as a result of digital transformation. We expect leading-edge technologies, such as Artificial Intelligence (AI) and the Internet of Things (IoT), to generate improvements in our daily lives and make the world a better place. I feel that, just as this revolution was triggered by people, the impetus for ongoing digital transformation lies with the human connection. In this context, the Fujitsu Group is pursuing 'connected services' with the objective of shaping digital ecosystems that link research institutions, international agencies and other organizations – in addition to our customers and partners.

At Fujitsu, we firmly believe that technology enables people's happiness and wellbeing. We are committed to using the power of ICT to help resolve social problems as we continue on the path toward a sustainable society. My view is that accelerating the pace of innovation to respond to societal expectations and demands will scale-up the beneficial impacts to people and society as a whole, while also contributing to the achievement of common global goals such as the Paris Agreement on climate change and the UN's Sustainable Development Goals (SDGs).

Further, the Fujitsu Group supports and is a signatory to the UN Global Compact's 10 principles in the areas of human rights, labour, the environment, and anti-corruption. To ensure on-going sustainable operations, I have initiated various measures aimed at minimizing any negative outcomes for people and society that result from our corporate activities. In terms of compliance, we are consolidating our global corporate culture, enabling all executives and managers to continue to lead by example in an environment that does not allow for exceptions and has zero tolerance for any wrongdoing.

The Fujitsu Group always reflects on its approach and practices and aims to help resolve social problems by harnessing the strengths generated by connecting people and society and then by linking those strengths with the power of ICT, thereby creating "success" as we work toward a sustainable society.

Takahito Tokita,
President and Representative Director
Fujitsu



Introduction

I'm extremely proud to lead Fujitsu Portugal. We have provided ICT solutions in Portugal for more than 42 years.

This existence is only possible by having a long-term view and relationship with our customers and partners. Few companies resisted as long as we have, to the changes, challenges but always with the right ambition and trust from our stakeholders, customers and partners.

We do business based on trust and with responsibility.

Responsibility means that everything we do, is based on an ethical approach, sustainable growth and environmental care.

Our Human Centric approach means that everything we do is based on values that help humanity live in a better world both now and in the future.

Let me share some important facts:


- Fujitsu is the largest Japanese employer in Portugal.
- We have approximately 1,900 employees.
- Our headquarters in Lisbon are located in a LEED Green Building certified by the U.S. Green Building Council.
- Fujitsu Portugal was awarded multiple environmental certifications such as ISO14001, Ponto Verde (Green Point) and Ecopilhas de Produtor/Importador (Ecopiles of Producer/Importer).
- We deliver products and services in an efficient way that offers energy efficient that can significantly lower CO₂ emissions.

It is impossible to work alone in the ICT market, so we choose our suppliers very carefully and for that we have a 3rd Party Due Diligence process in place, capable of examining new suppliers financial and suitability fit to Fujitsu's corporate model. In Portugal, 100% of our suppliers comply with the 3rd party Due Diligence Agreement.

In Fujitsu our top priorities are people and the society and here I'd like to share some additional facts based in our Responsible Business Program:

Community

- Carnide is the council where Fujitsu's Portuguese Headquarters are located in Lisbon and Fujitsu collaborates with the council in numerous local activities. In fact, Carnide council presented a small forum and awards section named "Citizenship and Community Responsibility – A New Device for Sustainable Solidarity", for which Fujitsu was recognized for its social efforts. Fujitsu received an award because of the restoration work done at Prista Monteiro Primary School where several Fujitsu employees volunteered their time to improve classrooms.

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- Fujitsu maintains close partnerships with charity organizations where we run regular activities such as: goods and clothes collection, fruits harvest and educational IT related events.
 - We have a partnership with Braancamp Freire Secondary School for student internships at Fujitsu.

Diversity and inclusion

At the present time, our gender makeup is 45% female and 50% of our management positions are occupied by women.

- Fujitsu was the second company in Portugal to invite ILGA (LGBT representative) to present an awareness session about discrimination regarding gender and sexual orientation. As part of different initiatives, Fujitsu has an allocated space for mothers in breastfeeding period, has created a designated space for Muslim employees to pray during Ramadan period; and all employees have completed unconscious bias and cultural intelligence training.

Environment

To protect the environment and reduce our operational impact we have launched different campaigns with partners.

Wellbeing

Fujitsu cares about workers' physical and mental health.

- When it comes to fostering an active lifestyle, we ran a campaign with numerous discounts and benefits in gymnasiums; organize ad-hoc physical activities events: in office yoga; dance lessons and meditation sessions, and have fruit at work for employees to enjoy.
- We ran an awareness session about depression, burnout and caregivers. We are committed to ending the stigma around mental health.
- Additionally we have medical consultation available on a weekly basis and flu vaccination campaigns.
- Fujitsu launched a stop smoking program with relevant participation of employees.

Carlos Barros

Portugal Country Leader
Fujitsu

A photograph of two men, one with long dark hair and a beard, and the other with a dark afro, both smiling and looking towards the right. They are wearing red shirts. A red banner is overlaid on the bottom left of the image.

Responsible Business at a Glance

Making the company better, healthier and safer is important to us. This is reflected in a range of projects and activities organized by Fujitsu and in which employees are participating together with customers and members of non-profit organizations and councils.

Fujitsu employs almost 1,900 people in Portugal, from 66 different nationalities with different cultures and religions. We respect all their needs and for this as part of different initiatives, Fujitsu is allocated space for mothers who are breastfeeding, created a designated space for Muslim employees to pray during Ramadan period and all employees have completed unconscious bias and cultural intelligence training.

Fujitsu Portugal also promotes the health of its employees. A tobacco cessation program was implemented for employees. Several physical activities are organized such as yoga, meditation, shiatsu and dance lessons on site. A total of 18 teams participated in the Global Challenge 2018 competition taking at least 10,000 steps a day, competing against colleagues all over the world.

Environmental protection and sustainability are also top priorities for Fujitsu Portugal. In order to decrease the use of plastic we have replaced plastic for glass bottles. We have celebrated World Clean Up Day by promoting tree planting activities and beach cleaning in different Portuguese cities. We are currently organizing campaigns to promote recycling policies across our offices.

In order to ensure that employees are familiar with the company's standards and safety rules, Fujitsu has introduced mandatory online training. We had 100% completion of Compliance, Security and Anti-bribery global mandatory courses.



The AND Game

Fujitsu has four core objectives:



Results

Deliver great results in everything we do.



People

Be a great place to work for everyone we employ.



Customers

Go beyond customer satisfaction in every relationship.



Society

Be a responsible, accountable business in society and a good company in every community we serve.

Our mantra is simple; if we do right by our customers – we do right by the business and for our shareholders. We must focus on people, customers, results AND being responsible.

We all need to understand our business strategy, be clear on how each and every one of us impacts on our success. Great delivery of service, on time, on budget – right first time, will see us generate the profit margins in our forecast. This has to be our obsession.

AND we must be a superb employer, attracting, growing and retaining people, creating high performing diverse teams that set us apart from our competitors. We must have diverse and inclusive recruitment, and meet the needs of colleagues so we can develop and retain people.

AND we also must focus on being a Responsible Business, ensuring the wellbeing of all our people, actions such as challenging the gender pay gap and driving down single use plastic will ensure our values are implicit in our supply chain and that we win business the right way. This has to be our passion.

So - we have to sell services and make money and be responsible.

We call this the AND game.

Paul Patterson
Senior Vice President
Head of Northern
and Western Europe



UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide, including by developed countries, by 2030.

The Fujitsu Group sees the SDGs as a global common language and as an opportunity for wide-ranging collaboration with other organizations, including international agencies and governments.

The SDGs cover a wide range of issues. The idea is that if all organizations did something, no matter how small, the world would make progress together.

We are integrating the SDGs as part of our responsible business program and have aligned each to one, or more, of our responsible business pillars.



Responsible Business Strategy

At Fujitsu, responsible business is firmly anchored in our corporate philosophy, the 'Fujitsu Way'. We act as global citizens, attuned to the needs of society and the environment.

Our Global Business Standards govern our relationships with all stakeholders involved: employees, customers, suppliers, governments, other businesses and local communities.

In 2014 the European Responsible Business program established five core pillars of work. The Europe approach sets

the strategic direction allowing regions to set appropriate priorities to account differing cultures.

There is a Europe wide approach of responsible business leads encouraging collaboration and co-creation.

This strategic approach drives the business benefits underpinning the imperative to have diverse high performing teams. It creates a workplace culture where colleagues' social wellness and inclusion is paramount.

Responsible Business Pillars



Environment



Environment

Mission

We are fully committed to reducing our environmental impact across the scope of our operations and through services we deliver to customers.

- Launched a car sharing scheme to reduce GHG emissions.
- Efficient use of resources by replacing plastic water bottles with glass water bottles.
- Increased the amount of recycled waste by 5% by installing bins that allow for recycling in all large meeting rooms.
- Launched a plastic lids collection scheme.
- Celebrated World Clean Up Day with activities in different cities; planting trees and picking up litter on beaches.
- Celebrated Earth Hour by turning off lights in our main offices to reduce energy consumption.
- Continue recurring campaigns to promote recycling policies.



Community Development



Community Involvement and Development

Mission

We will build collaborative partnerships to engage and empower communities to help create positive social impact.

- Employees volunteered their time to paint classrooms at Prista Monteiro school.
- Hosted a Christmas party for the children from Casa de Tires and the Gil Foundation.
- Awarded an internship for a student at Fujitsu from Escola Vergílio Ferreira.
- Supported Apps4Good, preparing students for an ever-changing world, offering free creative tech courses to be delivered in classrooms.
- Volunteering afternoons in partnership with Nariz Vermelho, Entrajuda and Banco Alimentar in Lisboa and Braga.
- Volunteering and educational activities with local council, charity organizations and local schools.
- Multiple initiatives for collection and donation of goods, such as food, clothes and medication, for different groups, such as homeless, elderly and animals.



Diversity and Inclusion



Diversity & Inclusion

Mission

We believe in the power of human difference to create a better future in a digital and diverse world.

- Supported the Arraial Lisboa Pride event.
- Partnered with two organizations; APSA (Asperger) and ASBIHP (Spina Bifida).
- Joined the ADIM Project - Advancing LGBT Diversity Management - Project of the European Commission, together with the Commission for Citizenship and Gender Equality Project with companies from Portugal and Spain. We provided internal training and surveys for employees.



Wellbeing



Wellbeing

Mission

We promote a healthy work culture to empower and enable our employees.

- Launched the tobacco cessation program for employees.
- 126 employees took part in the Global Challenge to walk 10,000 steps a day for 100 days.
- Hosted a talk with the theme of bullying in schools, in partnership with "No Bully Portugal".
- Provide free fruit at work for employees.
- Offer yoga, meditation and shiatsu sessions and dance lessons on site for employees.
- Hosted a football tournament for employees to promote physical wellbeing.
- Hosted a smart nutrition workshop for employees to encourage healthy eating.



Operating Practices



Operating Practices

Mission

We put ethical practices at the heart of every business decision.



- 100% completion of global mandatory courses on compliance, security and anti-bribery.
- Increase in the number of employees gaining their Sense and Respond certification.
- ISO certifications maintained (ISO 14001; 27001; 9001; 20000).
- Occupational Health and Safety drills and activities completed.
- Celebrated World Standards Day and Human Rights Day.

People

- Permanent employee headcount is 1,866
- Our employees come from 66 nationalities
- Our workforce is 62% male and 38% female
- There are 100 employees under the age of 25
- During the year, employees completed 96,101 training hours



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