

# Fujitsu Sweden AB

Responsible Business  
2021–2022



This report is Fujitsu Sweden AB's (corporate identity number 556147-5897) statutory sustainability report prepared according to the requirements stated in the Swedish Annual Accounts Act (Chapter 6, Sections 10–14). It covers fiscal year 2022 (April 1, 2021–March 31, 2022) and was approved by the Board of Directors along with the Annual Report.



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## Introduction

# Responsible Business in Sweden

Acting responsibly is a part of everything we do at Fujitsu, every day. This Responsible Business Report updates our actions and progress as we continue to serve and collaborate with our customers, partners and communities with openness, sustainability, fairness and inclusion.

The activities highlighted in this report show the great range of activities our team members in Sweden are undertaking in the cause of responsible business.

The threat posed by COVID-19 has made us realize just how important it is that we all do our best to contribute to society. During this last year we have done our best to support our customers and our employees in challenging situations. We are now focusing more than ever on helping our customers with digital transformation, enabling them to be more agile, rise to more opportunities and adapt in unpredictable circumstances. As we encourage Fujitsu employees to

work dynamically, we're able to reduce travel and repurpose our office spaces.

Digital transformation makes sense for business and for the planet. We are currently transforming our approach to Responsible Business to integrate responsible behavior even more closely in all our activities. We want responsibility to be instinctive as well as objectively measurable – for the right behaviors to flow naturally from our ways of serving our customers, interacting with our partners and participating in society.

Our responsible business pillars – Environment, Community Involvement & Development, Diversity & Inclusion, Wellbeing and Operating Practices - are the foundation for our country level strategy whilst defining common themes across Fujitsu.

**Viktoria Granqvist**  
Managing Director Fujitsu Sweden

***“Responsible Business  
is an integral part of  
our company DNA”***

**Viktoria Granqvist**  
Managing Director Fujitsu Sweden



# 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 do something, no matter how small, the world will make progress together.

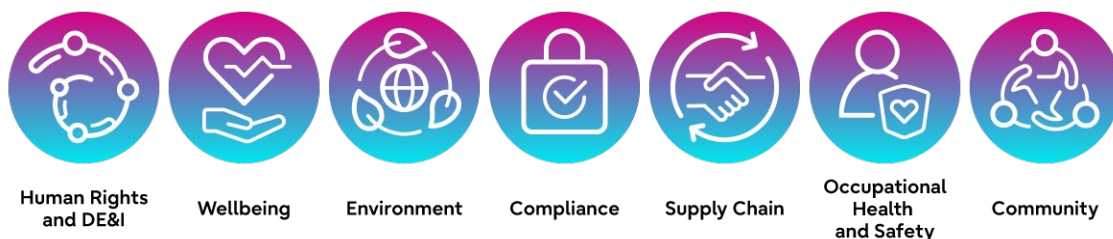
We are integrating the SDGs as part of our Responsible Business program and have aligned each to one, or more, of our Responsible Business pillars.



In Responsible Business, we have identified our seven “Big Ticket Items”, where we feel we can focus our energy and resources to help tackle these goals, aligning to our own Responsible Business pillars.

Under each of our Responsible Business Pillars, Fujitsu Sweden has identified a bold vision linked to a specific SDG.

## GRB (Global Responsible Business)





# 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 Europe Responsible Business program established five core areas of work.

The approach sets the strategic direction allowing the region to set appropriate priorities to account for differing cultures.

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. It ensures we win business the right way.

## GRB (Global Responsible Business)



Human Rights  
and DE&I



Wellbeing



Environment



Compliance



Supply Chain



Occupational  
Health and Safety



Community

# Environment

## Environmental Management

We work globally to recognize ISO sustainability standards as an important aspect of our corporate citizenship. We are in 100+ Fujitsu operations around the globe, certified for the international standard for Environmental Management System ISO 14001:2015. Fujitsu Sweden participated in the sequence of external audits, which resulted in the fact that Fujitsu Europe's multi-site 14001:2015 certificate was renewed for another three years period, during autumn 2021. The certificate is audited against Fujitsu's Europe Business Management System (EBMS), the Europe Environmental System as well as against the ISO 14011:2015 standard itself.

In Sweden we have been certified for 20+ years. Targets and plans are integrated in our common "Responsible Business program". Some of the targets are aligned to our global corporate environmental action plan, others we are committed to locally.

## Environmental training

Below is the result of different sustainability trainings for FY21/22. On an average more than 90% of all employees have undergone mandatory environmental trainings.

Business and Human Rights FY 2021	90,5%
Environmental and Sustainability Training 2022	89,3%
Fujitsu Compliance Awareness eLearning 2021/2022	93,8%
General Safety Awareness 2022	89,3%
Security Awareness 2022	89,3%

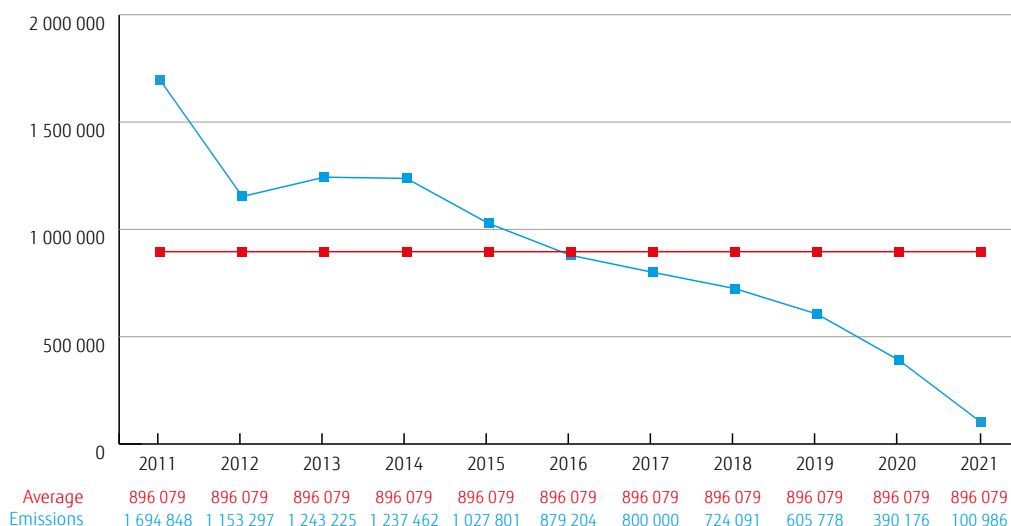
## Reduction of Climate change

Fujitsu Group is committed to reducing emissions and has established the "FUJITSU Climate and Energy Vision" a medium to long-term environmental vision through 2050. With the goal of bringing the Fujitsu Group's CO<sub>2</sub> emissions to zero, and achieving a decarbonized society, as well as contributing to the response to climate change, through technology supporting digital transformation.

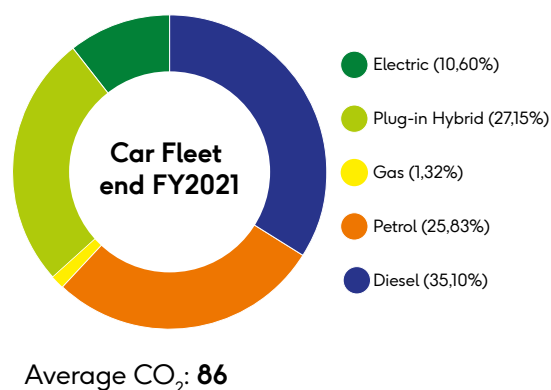
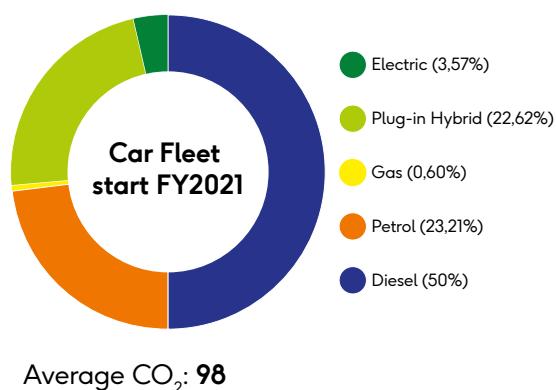
In Sweden the plan is to have emission free car fleet and zero emission locations in 2030. Our focus in the Swedish organisation is to reduce climate change by minimizing the CO<sub>2</sub> emissions from business travel and to further increase the use of renewable energy in our premises and data centres.

## Baltic Sea Day

The Baltic Sea Day was launched by the John Nurminen Foundation. It is an annual day of celebration in honour of the sea. The objective of the day is to encourage people to enjoy the unique sea that belongs to us all, and to take concrete actions that benefit the sea. In addition to the celebrations, the purpose of the Baltic Sea Day is to provide information on the versatile nature, culture, and history of the Sea. Fujitsu Sweden have been involved with The Baltic Sea Day since FY2021 by collecting waste material together around the area, 3kg of waste was saved by the team! This initiative will be followed for 2022.



- From year 2011 to 2021 we reduced our yearly CO<sub>2</sub>-emissions from business travel (cars, air, and train) by 88%.
- Our new target aiming on a min. 10% yearly reduction between years. The up-to-date achievement from year 2021 vs. 2020 was a reduction with 73%.
  - » Fujitsu practice a bonus/malus system for purchase and benefits taxation of company cars. The system is implemented to keep down the fuel consumption and the related emissions.
  - » Our Technical Maintenance Service (TMS) operation is limited to cars emitting a maximum of 50g CO<sub>2</sub> per km (WLTP) for all new ordered cars. 85% of the calls are solved in the first visit. We measure the number of visits and our goal is "First time fix" which means that the problem is solved on the first visit. This reduces emissions caused by driving. In addition, the routes are optimised by using a GPS-tracking system.
  - » Average CO<sub>2</sub> per car delivered during 2021 was 41 g/km.
  - » Car fleet has been reduced by 10% 168 (2020) 151 (2021).
  - » Average CO<sub>2</sub> in car fleet has been lowered from 98 (2020) to 86 (2021)
- All our premises use renewable energy where we can control the purchases (all the major sites). We export 20,5% of our production and we import 6% of our usage. Be aware that more than 60% of Swedish produced electricity is renewable and more than 91% is emission free.
  - » Water 43%
  - » Wind 16%
  - » Sun 1%
  - » Nuclear 31%
  - » Other 9% (partly biofuel)
- Fujitsu Sweden uses 2 data centres, we only contract partners using renewable energy. The total amount of electricity usage in DC:s 2021 were 514.210 KWh.
  - » To promote a quieter and cleaner city, Fujitsu Sweden has, since 2016, joined to the non-profit organisation Nollzon. Together with 1400+ other companies and organisations around the country, we will increase the demand for electric vehicles (EV) and superchargers. This is encouraged via an easy-to-use system, i.e. when a taxi is ordered to or from Fujitsu offices an EV is automatically prioritised.
  - » Fujitsu support offices with bicycles for loan to employees. This is to encourage employees to take the bike to client meetings or other occasions and thus considering the climate and promote health.





An aerial photograph of terraced green fields, likely rice paddies, with winding paths and water channels. The fields are lush green and the terraces create a series of curved lines across the landscape.

## Other environmental activities

- Recycling systems for WEEE, paper, plastics, etc. are established in each office around the country.
- Sustainability is considered in our customer- and partner events. A list of criteria is defined to fulfil lowest possible environmental impact.
- Restrictions for plastics in the office. Plastic plates, cutlery, mugs are banned in every office.
- Travel restrictions and guidelines to promote video conference etc. implemented.
- Travel by train instead of air where it's possible is required.
- TMS started to use fully electrical cars.
- Car policy is generally revised yearly with focus on lowering CO<sub>2</sub> emissions on the entire car fleet. The current policy prohibits purchasing of pure fossil vehicles. Only electric or hybrid cars with the aim to have a car fleet with zero emission in 2030, and only purchases of fully electric cars will be allowed from 2025.



# Diversity and Inclusion

In this section we hope to inspire and give a brief insight regarding our work within diversity and inclusion during April 2021 to March 2022.

## Equality

### Women/Men:

We carried out an equal pay analysis with really good results. Following up on our previous action plan from the equal pay analysis report we can also see proof that we have kept to our action plan from previous year well.

We are proud to say that our Swedish Leadership team is equal. On top of the diversity of perspectives it gives our customers and the people at Fujitsu important signals to the organization, and they naturally play significant role models with regards to equality.

## Including, attracting and developing people

During this year we have focused on two main inclusion initiatives to ensure that we have good prerequisites for the diversity we aim to attract, develop, and retain. The two initiatives are called Language & Culture and Women at Fujitsu. The purpose is to create an open space for employees to feel welcomed and that enriches our diversity. This will help us getting closer to our vision of creating a sustainable world by building trust in society through innovation and technology. Without inclusion, diversity will not be sustainable.

### Language & Culture

In this network we have offered our colleagues that do not speak Swedish a 2,5-hour Swedish course per week during spring FY21/FY22. The purpose of this is to make everyone feel included not only at work, but also in society. By knowing the same language, we get to know each other's culture and we work better together but it also

creates a more cohesion community. We believe it creates a greater sense of belonging which we value at Fujitsu.

## Women at Fujitsu

The Woman at Fujitsu network is a new community at Fujitsu Sweden, and it aims to develop and retain women at Fujitsu, but also to attract other women to join Fujitsu. We kicked off by hosting workshops with women from a variety of roles, ages, and offices.

The questions we discussed were for example:

- What can we do to ensure that you thrive at Fujitsu?
- What activities and culture can we offer to be an attractive employer for women?

Based on the employees' answers, ideas, and suggestions, we created a variety of events such as:

- Breakfast event with inspirational internal speaker, both digitally and at the office
- Dinner and workshop with an external company that focus on creating an environment for more women to take power by working with organizational development and equal and inclusive recruitments as well as advocacy.
- Lunch and workshop with an inspirational lecturer with the theme: "Rhetoric for women".

This, we believe strengthens our female network, develops our diversity, and helps us be an attractive employer. It also creates lots of positive energy, ideas and a sense of togetherness, a sense of belonging.

# DO IT !

☒ NOW

☐ LATER

## Awareness & Way Forward

### Everyday inclusion

To create awareness is a way forward within Diversity and Inclusion in Sweden we work hard on ensuring, among other things, that:

- Fujitsu employees agree they are treated with respect as an individual in our yearly Fujitsu Survey and in our 3 weekly pulse survey
- There are equal opportunities to progress career within Fujitsu

At Fujitsu, we make it a top priority to build a diverse and inclusive workplace where we can all be completely ourselves and succeed!

### Workshops

At Fujitsu we believe in the power of creating together which we also have done in our work to further develop how we work with inclusion. One such example is the Inclusion

workshop we ran where we discussed questions such as:

- What is inclusion to you?
- What can hinder inclusion?
- How should a colleague behave in order to be including?
- Why should we work with inclusion?
- What is the desired outcome?
- How can we improve inclusion at Fujitsu?

Reflecting in workshops like this and the International women's day workshop, Break the Bias, gives us the opportunity to enrich our cooperation both with customers, partners and in-between colleagues. We want to create the best prerequisite for diversity and inclusion because we are convinced that it plays an important role in offering our customers the best and most innovative solutions and in offering our employees the best employee experience.



# Wellbeing

## Mission

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

Our approach to Wellbeing is to strive to promote a positive health culture to enable individuals to feel more resilient and cope successfully with both their personal and work life. By promoting a healthy work-life balance as well as physical and mental wellbeing, individuals become empowered, motivated, and loyal.

## Hälsokampen – health challenge

Hälsokampen is a fun and social exercise challenge which is all about motivating and helping each other to start exercise on a regular basis. The first challenge took place 2016 and since then we have arranged it on a regular basis. In this year's challenge approximately 120 employees participated in the event and at the same time raised money for refugees coming from Ukraine to Sweden. In all challenges the employees achieved better performance than WHO's recommendations for a healthy life, 150 minutes/week. All happened thanks to all cheering and pep among the employees.

## Wellness

During the year our focus has been on physical and mental wellbeing. The employees were given possibility to attend seminars and webinars with focus on for example Changing Your Perspective on Mental Health, as well as given the opportunity to attend yoga and meditation sessions. To make positive behavior changes, the employees have been offered different digital apps such as break exercises as well as online access to mental health, physical health, nutrition and sleep, empowering to make positive behavior changes.

## Work Environment

By involving our employees and raising aware-

ness in several wellbeing areas, we inform around many different topics via seminars, local intranet and activities, such as:

- Work environment policy.
- Activities such as blood donation and participation in National run races as Blodomloppet and Våruset for our employees to take part in.
- Encourage all employees to use the wellness contribution and inform of what the contribution can be used for. Utilization of the Wellness contribution is a goal in our occupational health action plan. The goal is 75% utilization rate.
- Inform and educate managers regarding their role in work environment, work life balance policies, rules, and activities.
- Managers are also supported by an external partner on how to manage stress related topics in their teams.

In Fujitsu Sweden, all employees are entitled to a healthy, safe, and stimulating work environment. A good physical and psychosocial work environment is of great importance for everyone to be happy and fulfilled whilst at work. We aim for a productive and sustainable work environment. A pulse survey has been in effect since September 2016 to measure productivity and sustainability. Seven quick recurring questions are sent out to all employees on a regular basis. Team reports and trend lines are automatically created for all teams and levels, all team members get access to their team report and the outcome is discussed in the team to drive continuous improvement and inform future responsible business initiatives.

## People

Fujitsu is a leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 124,000 Fujitsu people support customers in more than 100 countries.



In Fujitsu Sweden on 31 March 2022, the number of permanent employees was 547 working in the HQ situated in Kista, Stockholm and over fifteen other sites throughout the country. In addition, during the year we engaged 98 sub-contracted workers, equivalent to 85 full time employees. Our subcontract workers provide services such as consulting and infrastructure services.

The average age of all employees is 45 years old and 14% of our employees are under the age of 30. During the year we employed 109 people, with 24% of these new hires under the age of 30.

## Human Rights

Recently, the role of companies in upholding human rights has become clearer. In our daily business activities, we interact with a huge variety of stakeholders and touch the lives of millions of people every day.

We have a responsibility to use that influence to respect and uphold international human rights norms. Fujitsu is applying international standards, including the 2011 UN Guiding

Principles on Business and Human Rights, to our business operations. In December 2014, we published the Fujitsu Human Rights Statement to show our commitment in this area. We are using a risk-based approach to human rights due diligence on our own operations and through our value chain and will communicate the results through our global Corporate Social Responsibility (CSR) report. Locally we have developed an Equality and Diversity Policy and a Harassment Policy to further break down the Fujitsu Group statements and local laws and regulations.

## VIP – Value in People

For Fujitsu Sweden it is of great importance to highly value our employee's engagement and therefore reward employees who contributes with extra effort and act as role models of the company's values. The rewards are carried out according to Fujitsu Sweden's valuation and reward model "Value in People" (VIP) and are handed out as "awards" that can be given to individuals or to groups. Anyone can nominate an employee. In FY21 77 employees were awarded.

# Community Involvement and Development

*“Save the Children believes every child deserves a future.”*

Around the world, too many children start life at a disadvantage simply because of who they are and where they come from. Millions of children are dying from preventable causes, face poverty, violence, disease, and hunger. “The Fujitsu Group supports all the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 and Save the Children is a charity organization that works for these goals. As a company that supports Agenda 2030 and all the 17 UN goal it is natural for us to do our part. Each year we donate money to the charity as a Christmas gift.

## Tryggrätt

In 2021 our colleagues in the Responsible Business Unit in Japan created a strategic community investment fund to support local charities or NGOs. This gave us a fantastic opportunity to help charitable organizations in our communities in line with Fujitsu’s Purpose.

### The five key target areas were:

- 1 Environment
- 2 Education
- 3 Health and Wellbeing
- 4 Human Rights and Diversity
- 5 Revitalization of local communities.

The Stockholm and Gävle Office worked together and focused on target four and five. During FY21 and FY22 Fujitsu started a partnership with the non-profit organization Tryggrätt.

Tryggrätt was founded in 2018 by Nour Habib with the goal to increase social security and

prevent crime among young people between the age of 17–23. Their goal is to help young people that lives in rougher neighbourhoods to get a job or a daily occupation to avoid criminal circles and create a new and safer lifestyle. With the donation Fujitsu has been able to help Tryggrätt by offering mentorship, branded merch and guidelines for used for their brand. The collaboration will be continued on FY22.



Read more about Tryggrätt here:  
[www.tryggratt.se](http://www.tryggratt.se)



## Mentorship through Xenter

Since FY21, Fujitsu has initiated a collaboration with Xenter Yrkeshögskola, which is part of Campus Botkyrka and organizes education programs in areas such as IT, technology, media, real estate, healthcare and administration. Every year, students get the chance to apply for an internship where only the top students get a place. At Fujitsu, we received the five top students within the IT Security Specialist program. Three of them participated in a 10-week internship program and two of them in a 20-week internship program. Both Fujitsu and the students were able to gain a lot of new information and knowledge and through this internship program two of them have received a permanent position.

## MyDreamNow

Fujitsu Sweden are partners of My Dream Now, an organization that believes that all teenagers should know their value in society and find their way to their dream job.



My Dream Now works to combat segregation, youth unemployment and for social sustainability in low-income areas. Students in schools often lack understanding of their opportunities and how to get jobs matching their potential. At the same time many employers around the world are eager to get more interest in their vacant positions, with different levels of education and experience. During FY21/FY22 employees from different departments at Fujitsu have been hosting student visits from high school and elementary to inspire and motivate teenagers to find and realize their dreams. By offerings study visits we give them an insight what it is like to work in the tech industry and show them how diverse it can be.

### **Stockholm Integration Pact**

One of Fujitsu Sweden's most important customers are City of Stockholm. As a vendor to Stockholm, we are members of their initiative "The integration pact". The initiative has three

goals: Meet employers' need for skills, create a shorter path to language and work, and finally strengthen integration in Stockholm for immigrants. The members of the Integration Pact have decided to contribute to a more inclusive labor market and city. They want to do something about the fact that thousands of people are left without jobs even though many jobs remain unmanned.

### **IT and Telecom Industries Organization**

Fujitsu Sweden is active in the Swedish IT and Telecom Industries. It is a member organization for companies within the Swedish IT and telecom sector. It is the largest industry network in Sweden and the purpose is to promote and further develop the IT market and conditions for IT enterprises. Swedish IT and Telecom Industries represent about 1 300 member companies that between them have nearly 100 000 employees.



# Operating Practices

## The Fujitsu Way – Purpose, Values and Code of Conduct

This year we defined the reason why Fujitsu exists in society i.e. our purpose, as "To make the world more sustainable by building trust in society through innovation".

**We also decided to modify the "Fujitsu Way", to now comprise of three components:**

- "Our Purpose" indicates why Fujitsu exists in society.
- "Our Values" are the important sense of value each person should have.
- Our "Code of Conduct" is what we should comply with.

We put ethical practices at the heart of every business decision. Everything – our compliance program, our brand, our cultural values, and our corporate social responsibility activities are determined by the Fujitsu Way. Based on this corporate philosophy, we have a global code of conduct: our Global Business Standards (GBS). These combine to provide detailed guidance on how we must act to prevent breaches of the law, maintain our own high standards of business conduct, and

protect Fujitsu's global reputation. To guarantee the long-term success of the business, it is crucial that the company continues to expand and maintain its compliance culture. To put our philosophy into practice, Fujitsu has defined appropriate guidelines, introduced standard processes, and provided training resources globally.

## Fujitsu Global Compliance Program

To promote and implement the Fujitsu Way Code of Conduct and GBS, Fujitsu has established the Global Compliance Program (GCP). It is working to maintain, review and improve its global structure for legal compliance with laws, regulations and corporate policies, and fair business practices. The GCP is a framework for activities to increase awareness of, and achieve compliance with, the Fujitsu Way Code of Conduct and GBS. It systematically organizes our existing activities concerning compliance into five pillars (Policies & Procedures, Top Commitment & Resources, Training & Communication, Incident Reporting & Response, Monitoring & Review), clarifies items that Fujitsu should continuously work on, and seeks to promote external



understanding of our compliance structure and activities.

## Compliance Training

The GCP is the basis for regular and compulsory employee training on anti-corruption and bribery, cartel and competition law and export control laws within Europe. Fujitsu requires not only itself, but also its partners and suppliers to commit to the principles of the UN Global Compact on human rights, labor standards, environmental protection, and anti-corruption, as well as the implementation of CSR initiatives. Therefore, Fujitsu provides its channel partners with a dedicated compliance training. In addition to the above, employees conducted training in Conflict of Interest, Security Awareness, the General Data Protection Regulation (GDPR), Occupational Health and Safety program and Global Quality Policy.

## Whistleblowing

It is fundamental to Fujitsu that all of us can report actual or suspected compliance breaches without fear of retaliation. Fujitsu Alert is available to Fujitsu employees as well as third parties and allows also for anonymous reporting. Allegations are always followed up and investigated by the Europe Compliance Organization in cooperation with other departments. If required, sanctions are imposed and countermeasures for identified weaknesses are implemented.

The protection of whistle-blowers is of the highest priority at Fujitsu and is governed by Fujitsu's Global Business Standards. Therefore, the company has additionally implemented the requirements under EU

Directive 2019/1937, on whistle-blowers protection, which is encouraging whistleblowing and increases protection of whistle-blowers. The EU Directive reflects the alternative possibility for individuals to reporting concerns to EU agencies and/or external national designated authorities. The Swedish law implementing this EU Directive came into force on 17 December 2021, and the implementation of whistleblowing reporting functionality must be finalised on 17 July 2022, for the designated authorities in Sweden. Accordingly, Fujitsu has informed its employees of this coming alternative possibility to report any concerns, during FY 21 no concerns was raised.

## Internal auditing

Fujitsu in Europe is responsible for adhering to required industry standards, regulations, and legislative requirements, at a regional as well as on a country level. Adherence is fundamental in Fujitsu's ability to hold and maintain our registrations to industry standards as required by our customers. The Europe Business Management System (EBMS) includes policies and processes designed and maintained in conformance with the requirements of relevant industry standards, models, and codes of practice adopted by the business. Internal as well as external audits are conducted to ensure compliance and uphold registrations.

Internal auditing specifically related to Fujitsu Code of Conduct, incorporate both the relevant compliance measures and systematic compliance considerations and focus on areas which are associated with particular risks from a compliance perspective. Actual or suspected infringements are investigated





by our specialist team with external support where required and the investigations are documented using a case management system. After an infringement, the corporate compliance department issues recommendations for action and implementation is monitored by corporate compliance. A remediation process helps Fujitsu to resolve any weaknesses identified.

## Supply Chain

Fujitsu is committed to developing responsible business practices in our supply chain. Suppliers and Partners are required to comply with Fujitsu's Global Business Standards. They shall also commit to the principles of the UN Global Compact in terms of human rights, working standards, environmental protection, anticorruption measures and the implementation of CSR initiatives. The principles of the UN Global Compact are set out in supplier agreements and underpinned in our binding Supplier Code of Conduct.

As a top IT services provider, we have a large and complex supply chain. By placing the highest importance on our partners' integrity

and ethics, we use our position as a major global procurer to foster good practice and standards throughout the value chain. This is achieved partly by risk-based due diligence prior to on boarding a supplier, plus regular audits and other control practices. Fujitsu supplies its customers with all equipment they need, regardless of brand. We are able to consolidate equipment from multiple suppliers in a single delivery to the customer, which reduces the logistics footprint. Our operations are developed in compliance with the continual improvement principle by using the Lean philosophy and methods in all aspects of our operations and by utilizing the ideas of our employees. We also use customer feedback and customer requests to focus our operations.

Fujitsu has been awarded the following certifications related to product delivery: ISO 9001:2015, ISO 14001:2015 and ISO/IEC 27001:2013. In addition, Fujitsu has the "known consignor" certification, which speeds up the delivery of products abroad. Fujitsu aims to favor suppliers that have a documented quality system or environmental management





system in place. Fujitsu assesses its prospective partners and suppliers based on the following:

- The product or service fulfil the specific need.
- Suppliers financial, security-of-supply and ethical factors and environmental indicators.
- If any quality and price factors are involved in procurement.
- Risks are involved.
- Suppliers willingness to commit to Fujitsu's Global Business Standards.
- Supplier meets the essential data security requirements required by procurement.

### Third Party Due Diligence

To decrease the risks of bribery and corruption when working with third parties and to comply with the ethical standards and the anti-corruption guideline, a "third party due diligence process" for the verification of vendors has been implemented in Europe. Hence, prior to entering into business relationships, Fujitsu is examining whether its

vendors meet the high standards of the Fujitsu Group with regard to combatting corruption.

### Conflict Minerals

The EU's conflict mineral rules aim to prevent the financing of armed groups through trade in minerals from conflict zones and to end human rights violations in the mining and mineral industries. Conflict minerals include gold, tantalum, tungsten, and tin. Fujitsu Group has established our Group Policy on Conflict Minerals which is available online. This commits us to responsible procurement with no use of conflict minerals from any known conflict sources. Fujitsu takes the issue of conflict minerals very seriously and considers due diligence an essential step to ensure these are not present in our global supply chain. Fujitsu has established a structure including relevant internal departments chaired by the President to conduct due diligence evaluations. Target is to increase transparency of the process for our customers and stakeholders. We are a member of the Responsible Minerals Initiative and we use the Conflict Minerals Reporting Template (CMRT) developed externally in



collaboration by Global e-Sustainability Initiative (GeSI) and Responsible Business Alliance (formally EICC). These two are the largest industry bodies that focus on sustainability and human rights respectively. This reporting template is recognized as best practice by many of our stakeholders, and the industry as a whole. Since 2013, Fujitsu has used this to survey manufacturing suppliers.

We are keen to encourage our stakeholders to act responsibly on conflict minerals and recognize the importance of raising awareness across our own organization. All major manufacturing subcontractors and parts suppliers, for Fujitsu's core products, are requested to ensure compliance to international standards for responsible procurement, by providing a site recognition under the RBA Audit Recognition program or a written consent with the Fujitsu Group CSR Procurement Guideline. We address mineral sourcing openly with customers and provide them with the CMRT as completed by Fujitsu. We engage with our employees by raising awareness of 'conflict minerals' as part of our European Responsible Business program. Fujitsu asks all employees to complete human rights training which addresses conflict minerals. To guarantee that our products do not contain conflict minerals, we will intensify this cooperation with our suppliers in the future as well.

## **Responsible Business Alliance Membership**

In 2017, Fujitsu group joined the Responsible Business Alliance (RBA), previously the Electronic Industry Citizenship Coalition (EICC), a coalition promoting high ethical standards within the global electronics supply chain. RBA is a non-profit multi-industry body established in 2004 with the goal of supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain. Currently, over 200 global companies have joined the group, including electronics makers and ICT companies, as well as retail, automotive, and toy-related companies. RBA has set standards through its Code of Conduct for compliance

issues in the supply chain related to labor, health and safety, the environment, ethics, and management systems. As a member, Fujitsu group will respect the RBA's Code of Conduct, and, together with its partners, further strengthen initiatives related to ethics in the supply chain.

## **Risk Management and Information Security**

Risk management is a central part in the ISO 9001:2015, ISO 14001:2015 and ISO 27001:2013 standards for which Fujitsu holds certifications. Hence Risk management is an important part of Fujitsu's internal operations. Through risk management, we ensure that risks affecting the company's business are identified, managed and monitored effectively, on a monthly basis.

New digital opportunities increase cyber-crime. When everything goes online, more and more people are exposed to more diverse and professionally committed abuses. The ISO 27001:2013 standard includes a comprehensive set of security and management requirements that a company must have in use, communicated, described, and approved by management, as well as being subject to continuous development. The certification concerns monitoring of servers and data communication, management and use services, application services, end-user support services, mobile and Internet services, logistics and installation services and HR management. Fujitsu Sweden participated in the sequence of external audits, which resulted in a three-year extension of Fujitsu Europe's multi-site 27001:2013 certificate, in December 2021.

## **Data Protection**

Data Protection is a key part of our operations and services. Customers, legislation and business make demands on Fujitsu, and secure operation help our company meet these requirements. It is also very important to educate end users to act in a secure manner so that they understand the risks involved in processing information. If the risk awareness of users is modest, security can become a



serious challenge for the company. Fujitsu takes its data privacy obligations very seriously, and an extensive General Data Protection Regulation (GDPR) readiness program was implemented within the group which included employee communications and training, reviewing and updating internal policies, system capability reviews and customer and supplier engagement.

During the last year Fujitsu has intensified the process to control transfers of personal data outside the European Economic Area (EEA) and countries with adequacy decisions, recognized by the European Commission. Fujitsu is working in accordance with findings in the Schrems II ruling, discussions about American cloud-based solutions, the Transfer

Impact Assessment (TIA) published in the new European Standard Contractual Clauses (SCC), which were issued during summer 2021, as well as other guidelines from the European Data Protection Board (EDPB).

### **Contribution to GDP and Taxes**

We are fully committed to greater tax transparency. As a responsible taxpayer, Fujitsu does not engage in any aggressive tax planning, tax avoidance schemes or offshore tax structures to artificially reduce the amount of tax it pays in Sweden. Fujitsu Europe ensures that all tax decisions are accompanied by due consideration to its corporate and social responsibilities.



## **Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten**

Till bolagsstämman i Fujitsu Sweden AB, org.nr 556147-5897

### ***Uppdrag och ansvarsfördelning***

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2021/2022 och för att den är upprättad i enlighet med årsredovisningslagen.

### ***Granskningens inriktning och omfattning***


Vår granskning har skett enligt FARs rekommendation RevR 12 *Revisorns yttrande om den lagstadgade hållbarhetsrapporten*. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger oss tillräcklig grund för vårt uttalande.

### ***Uttalande***

En hållbarhetsrapport har upprättats.

Stockholm den 29 september 2022

Ernst & Young AB



Magnus Johansson  
Auktoriserad revisor



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