

Fujitsu UK&I: A Responsible Business 2016

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shaping tomorrow with you

The essence of Corporate Social Responsibility (CSR), I believe, is listening to the voices of stakeholders, and flexibly adapting management practices based on the premise of sustainability in society and business.

There are, however, some elements we should not change. These include Fujitsu's promise to, "walk shoulder to shoulder with customers, earn their trust, and use technology to co-create a human-centric society that is safer, more prosperous, and more sustainable." I firmly believe that Fujitsu's technology makes people happier.

At present, I feel that there are two transformations to which we must respond.

The first transformation is global society. There are many people in the world who lack access to safe food and water and live with inadequate educational and medical services. A host of problems are worsening due to urbanisation and aging societies. These problems, however, cannot be solved by intensifying our current measures to address them. In striving to achieve the UN Sustainable Development Goals (SDGs), Fujitsu believes that its corporate mission is to transform society through the power of technology.

The second transformation to respond to is Digital Society. ICT creates new value through Digital Transformation that spreads to the many corners of business and society. Progress of the Internet of Things, artificial intelligence, and other endeavours makes problem solving and collaboration between humans and machines possible. At the same time, new areas of concern involving data security, privacy, and decrease of employment call for stronger responses. I believe that it is important for Fujitsu, in line with our responsibility as a global ICT company, to reduce any negative impacts of our business activities on society, while scaling up our businesses that benefit society.

As part of our worldwide corporate responsibility, Fujitsu 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. Going forward, we will devote ourselves to respecting and upholding these principles and to the review and improvement of socially responsible activities with zero tolerance for exceptions. We will carry out these social responsibilities with no exceptions and continuously review and improve our activities. As for compliance, we have implemented the Global Compliance Programme throughout the Fujitsu group in order to firmly establish a corporate culture where each and every Fujitsu employee around the world has zero tolerance for any wrongdoing.

Moreover, through digital transformation, we would like to work with our partners to create a human-centric intelligent society that is safer, more sustainable, and more prosperous.

T. Tanaka

Tatsuya Tanaka,
President, Fujitsu



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A Responsible Business

Message from Lucy Dimes

I am extremely proud to be leading Fujitsu UK & Ireland in its journey to be an ever more valued, accountable and sustainable business. We believe our survival and growth depends on being responsible at all levels – from our strategic direction to the myriad of services we deliver every day to organisations and citizens throughout the UK&I. Over the last year, we've invested in training thousands of talented Fujitsu employees and apprentices, and collaborated with hundreds of small businesses across the region. At the same time, we are continuing to enable a low-carbon society through innovative technology solutions developed at our European research laboratories, headquartered in the UK.



At Fujitsu, we have 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.

These objectives are interrelated, so we have to pursue all of them together, all the time – not just those that seem most immediately profitable or praiseworthy. We prioritise, but never abandon a good idea or sacrifice an objective for the sake of expedience or temporary gain. So the activities we undertake with and on behalf of our communities have equal standing with our commercial and legal objectives and responsibilities.

Last year, we were delighted to be awarded Responsible Business of the Year by Business in the Community (BITC). This is a fantastic recognition of our progress and determination to continually ask more of ourselves. In July 2016, we hosted the Business in the Community Award Gala at the O2 Arena in London. Together with thousands of guests, we celebrated inspiring organisations and individuals that have truly built shared value into their business models. After a year of convening, collaborating and challenging our peers, especially in the areas of megatrends and future leaders, we look forward to continuing our work to bring others into this movement.

For the third year, we continue to supplement the Group's Global CSR and Sustainability report by publishing a comprehensive Responsible Business Report. This year, we are following the Global Reporting Index G4 guidance and focusing on our material issues, including data security, employee diversity, engagement and wellbeing, and improving access to digital services. At Fujitsu, we are passionate about technology's potential in the face of the megatrends that are shaping our planet. Challenges such as resource scarcity, population growth, an aging society and mass urbanisation can be helped by innovative technological solutions that are developed in collaboration with stakeholders, some of which are detailed in this report.

This report demonstrates our ethos in action. It outlines the steps we are taking to ensure we act responsibly in every area of our business, reports on the progress we have made, and documents the positive contributions Fujitsu continues to make.

A handwritten signature in black ink, reading 'Lucy Dimes'.

Lucy Dimes
Chief Executive UK&I, Fujitsu



Executive Summary

Fujitsu Group is one of the five largest global providers of IT solutions in the world, with over 157,000 employees who provide customers in more than 100 countries with local support. As a Japanese originated organisation, Fujitsu has always placed emphasis on respect for the environment and the wellbeing of people in society. We have long-standing listings in the Dow Jones Sustainability World Index (DJSI), FTSE4Good Index, and we are listed in the UN Global Compact 100. In the DJSI 2015 Index, we were proud to rank as the Industry Leader. This report covers the activities of Fujitsu in the UK and Ireland ('Fujitsu') over the financial year 2015/16, and until the date of publication in November 2016.

With our international Head Office in Japan, Fujitsu has provided ICT solutions in the UK and Ireland for more than 50 years. Today, Fujitsu helps to keep essential services running, keeping citizens secure, serving the British and Irish Governments and supporting many businesses in their day-to-day operations. These activities include being a key ICT partner to HMRC, the Ministry of Defence and police services, providing the latest technology solutions to increase security and keep costs low. Fujitsu partners with local government to reduce costs by delivering shared services, and works in transport across the UK to enable smooth, cost-efficient travel. Fujitsu's solutions and services are an established presence on the high street, from a long-term contract as the main ICT supplier to the Post Office, to supporting the Retail and Hospitality, Financial Services and Manufacturing, Utilities and Services sectors. Collectively, Fujitsu is responsible for delivering services that touch 99% of the population; from driving licences to census forms through to monthly salary cheques and high street shopping transactions. At Fujitsu, being a responsible business means delivering great results to our customers, investing in our people, and fostering good practice throughout our supply chain, as well as recognising and responding to the different needs of communities in which we operate.

Our commitment to action on these fronts earned us the title of Responsible Business of the Year in the 2015 Business in the Community Awards.

Our Impact on Society

As a major employer, we create career opportunities for thousands of people in the region. We are proud of our best-in-class talent programme which was recognised by Personnel Today as 'Graduate Scheme of the Year'. This is reflected in Fujitsu's high rating on the JobCrowd peer review website, on which current graduates rate their programmes. We won Top Company for Graduates to work for in the IT Support and Telecoms sector as well as Top Company for Environment and Ethical Awareness. It is essential that we have a highly trained, motivated and skilled workforce who can achieve their potential. In the UK and Ireland, the number of hours Fujitsu invests in training our employees has an average increase of over 9% over the past 3 years. In the last financial year, Fujitsu has invested in 984 individual professional and technical accreditations, of which 533 were technology accreditations and 451 were professional accreditations.

Fujitsu is one of the first group of organisations to have been named as a Disability Confident Employer – the second level of accreditation – by DWP and aim to be one of the first to reach the highest level of Disability Confident Leader. As a large company, we partner with hundreds of small businesses across the UK and Ireland. We are proud of our reputation as a responsible procurer of goods and services and require suppliers to comply with Fujitsu's global standards, covering areas such as environmental responsibility and human rights.



Innovative, Green and Engaged

We take our environmental responsibilities seriously, as both an internal duty to cut emissions and resource use wherever possible and an external duty to optimise the environmental qualities of our products and services. We have achieved a zero waste to landfill position, and have set stretching targets for waste reduction. Our energy use has decreased by 15.6% over the last year as part of a concerted effort to drive energy efficiency in our own estate and reduce carbon emissions in line with Fujitsu Group policy. We are at the forefront of smart energy solutions and green technology, while our multiple award-winning London North Data Centre incorporates high efficiency power and cooling equipment that nearly doubles the efficiency of previous generation data centres.

In the UK and Ireland, Fujitsu invested £9.1m into research and development last year, with key laboratories in Ireland and England. We focus on the megatrends and how society will change over the next twenty years to determine our research priorities, and have 'social innovation' as one of our R&D focus areas. Although we are known as a technology company, ours is a people business. Our two-year charity partnership with Action for Children from 2014-2016 saw over £270,000 raised toward the charity while engaging a huge proportion of our workforce, with over 1,400 employee hours spent volunteering, and hundreds of employee hours spent delivering key ICT, Marketing and HR services. Central to this was digitising their work and case files, to make a lasting difference to the charity and use our core skillset. In November 2016 we welcomed our new charity partner, Macmillan, chosen by employee vote. We are the technology partner to Business in the Community and are deeply involved with many of its campaigns, including seconding employees to disadvantaged communities to pioneer the Business Connectors programme. Fujitsu touches the lives of millions of people every day, helping to keep the country running, and striving to make it an even better place to live and work.

Key Facts

- Fujitsu is one of the five largest global providers of IT solutions in the world
- 157,000 employees worldwide
- Named Dow Jones Sustainability Index (World) Industry Leader in 2016
- Over 50 years of IT Service Provision
- In the last financial year, Fujitsu has invested in 984 individual professional and technical accreditations
- Our two-year charity partnership with Action for Children from 2014-2016 saw over £320,000 raised
- Winner of BITC's Responsible Business of the Year 2015-2016

Materiality

In line with the Global Reporting Initiative's G4 Sustainability Reporting Guidelines, Fujitsu has conducted a materiality assessment to determine which social and environmental issues we should prioritise in our Responsible Business approach. In 2016 we took as a basis for this materiality assessment the Global e-Sustainability Initiative (GeSI) comprehensive materiality analysis for the ICT sector 'A Materiality Assessment for the ICT industry'. This report listed potential impacts under the themes of: Digital Inclusion, Employee Relationships, Local Community

and Environmental Impacts, Climate Change, Circular Economy, Sourcing and Manufacturing, Governance, Customer Relationships and Privacy/Freedom of Expression. Using the Responsible Business Board as the main vehicle for stakeholder engagement, we consulted both internal and external stakeholders to determine which topics Fujitsu could have the most influence on, and were most significant in their impact. The top ten or 'material' issues are outlined below and are covered in detail throughout this report.

Top Ten 'Material' Issues



Data Security



Service Quality



Ethical Business Practices and Compliance



Employee Health, Safety and Wellbeing



Access to Digital Services



Employee Engagement



Diversity and Inclusion in the Workforce



Transparency and Reporting



Cyber Security



Talent Acquisition and Retention

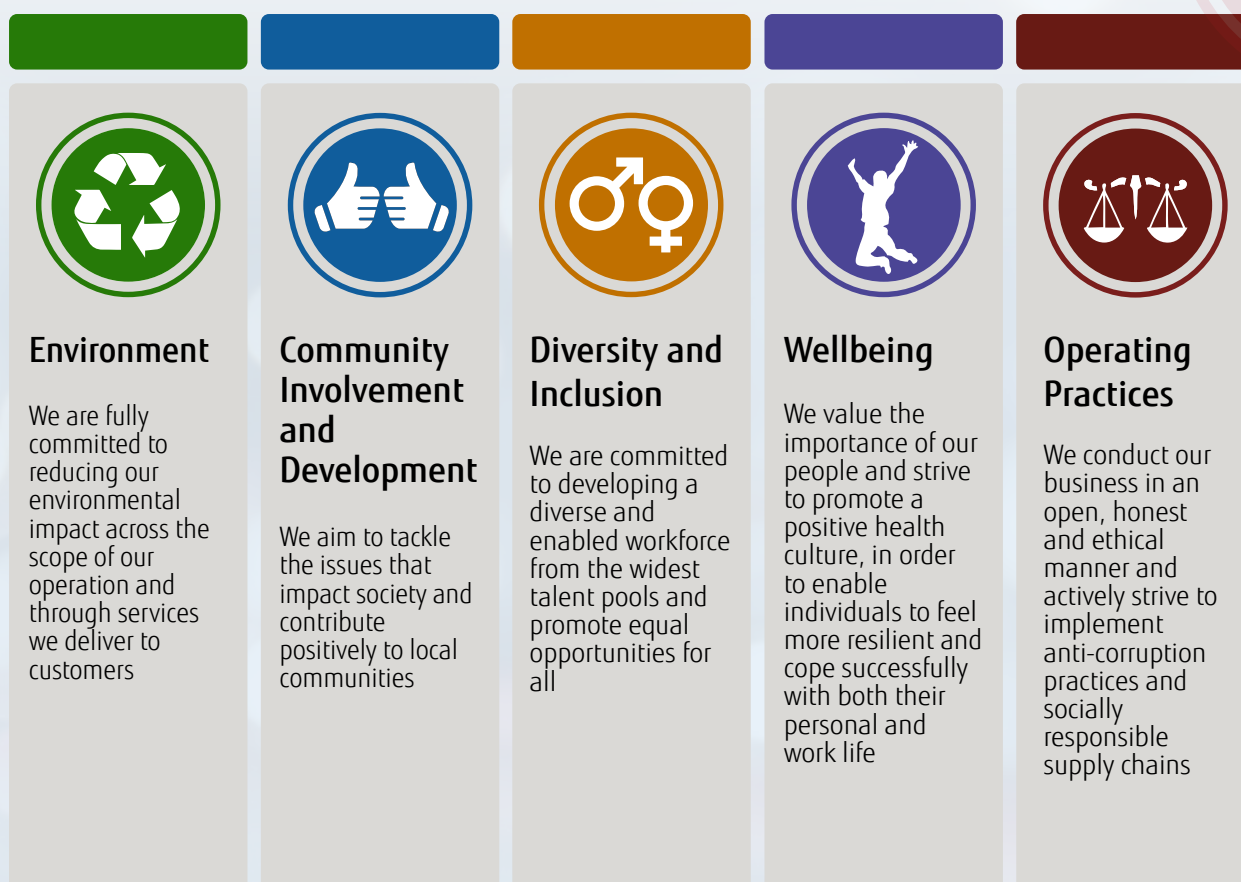
Responsible Business at Fujitsu

At Fujitsu, Responsible Business, otherwise known as Corporate Social Responsibility (CSR), 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 the UK and Ireland, Fujitsu uses a 'pillar' approach to Responsible Business. This helps to implement the Fujitsu Way and Global CSR strategy by having broad focus areas which can adapt to local circumstances. In 2014, Fujitsu decided to adopt this framework

across our EMEA operations. Under this, we look at common themes across the region such as digital exclusion or gender diversity, while setting local level KPIs as appropriate. This allows us to balance the need for a consistent approach with an understanding of local differences. We have built up a network of colleagues working on Responsible Business throughout the region who share ideas, solve challenges together and work towards best practice. The regional Leadership Team meet quarterly in the EMEA Responsible Business Board. At the highest level, Responsible Business is an essential part of our growth strategy and business model.

Fujitsu EMEA Responsible Business Key Areas



Our People

Fujitsu continues to evolve, to reflect both the changing nature of the industry and the needs of our customers. This year its permanent employee headcount was 9,905 and the attrition rate for the year was 16.7% (2015-11.1%), comprising 8.4% involuntary and 8.3% voluntary attrition. We recruited 984 new employees through business growth, acquisition and transfers. Fujitsu is particularly proud that of the new jobs it created, 271 went to people under the age of 25 - among these were 46 Apprentices, 53 Graduates and 14 Industrial Placement students. We won the prestigious Personnel Today, Graduate Scheme of the Year award in November 2015 and we were also honoured by the Ministry of Defence (MOD) in their Employer Recognition Scheme (ERS), with a Gold Award, the highest national level award for employers who demonstrate advocacy for reservists, Armed Forces veterans (including wounded, injured and sick), military spouses/partners and military charities. This year we retained our Gold Investors in People (IiP) status. This represents the achievement of world class best practice by showing that Fujitsu Services can operate at the highest levels of people management practices to help drive business forward.



Talent

Opportunities for Young People: Apprenticeships

Since the beginning of 2012, Fujitsu has created apprenticeships for 357 young people between the ages of 16 and 24 across the UK and Ireland. Our apprenticeships offer an invaluable opportunity for young school leavers to break into the world of work, providing vocational skills training with ICT qualifications or diplomas in business and administration, finance and technical areas. With the recent increase in higher education tuition fees, more and more young people are looking to go straight into work and be trained on the job. We pay over 50% more than the minimum legal wage for apprenticeships, and all Fujitsu apprentices are placed in full time positions on completion of their academic training. We intend to continue to grow our apprentice positions across the country, providing technical and practical employment opportunities, and creating a talented, young workforce. A recent Ofsted report on our apprentice scheme confirmed that our apprenticeship programme is exceeding regulatory standards, stating: "The programme indeed meets every requirement, and it is fantastic to see the level of passion and support provided by Fujitsu in ensuring an open pathway to supporting and creating both training and employment opportunities, ensuring the apprentices are in a supported learning environment." In order to offer Apprenticeships to as wide a pool of candidates as possible, Fujitsu supported the Prince's Trust to develop a 'Get Into Tech' programme that took place in early 2016. We have a long standing relationship with this charity in helping their users with interview skills; this programme builds upon that great work and aims to recruit young people who have had to use the service of The Prince's Trust into Apprenticeship roles in the Thames Valley area both with Fujitsu and other IT organisations. Fujitsu is the lead partner in this programme – we have designed, financed and ran the programme in conjunction with The Prince's Trust and other partners. This is a great way to act as a Responsible Business, supporting social mobility and diversity and creating a new recruitment channel into our industry. As a result of this programme, we hired 5 new apprentices into our business. In Ireland, youth unemployment stands at around 21%, and creating opportunities for young people is essential to economic recovery. Under Business in the Community's 'School Business Partnership Programme', Fujitsu has been working with schools around Dublin to provide CV workshops and mock interviews to 15-17 year olds. Two students earned a two week internship, during which they assisted with the Fujitsu World Tour Event.



Opportunities for Young People: Graduate Scheme

Since 2009, Fujitsu has been steadily building a pipeline of young talent through our graduate scheme, offering a total of 75 places in 2016 to talented graduates.

Our best-in-class talent programme was recognised by Personnel Today by winning the 'Graduate Scheme of the Year' award.

We are also proud of Fujitsu's high rating on the JobCrowd peer review website, on which current graduates rate their programmes. We won Top Company for Graduates to work for in the IT Support and Telecoms sector as well as Top Company for Environment and Ethical Awareness. We scored 4.2 out of a maximum of 5, putting us at number 10 of the Top 100 Companies for Graduates to Work For (larger intake) listing 2016.

- Investors in People Gold
- Personnel Today Award for Graduate Scheme of the Year 2015
- Best IT Support and Telecoms company for Graduates to work in, The JobCrowd Award 2016
- Best company to work for – Environment and Ethical Awareness, The JobCrowd Award 2016
- Best Strategic Alignment of a Graduate Programme – AGR Awards 2016
- Best Overall Winner of a Graduate Programme – AGR Awards 2016
- All About School Leavers Award: Best Job Satisfaction for Higher Apprenticeship or above; Best Higher Apprenticeship; Top Employer for School and College Leavers for Higher Apprenticeship or above
- Highly Commended in the Best Macro Employer in the National Apprenticeship Awards
- National Apprenticeship Scheme Top 100 Apprentice Employers.



	2009	2010	2011	2012	2013	2014	2015	2016
Graduate Intake Numbers	26	33	43	55	66	66	53	75
IP Intake Numbers	11	20	22	27	22	14	13	21
Apprentice Numbers			10	93	72	80	50	52

Diversity and Inclusion

Fujitsu is committed to bringing together diverse perspectives and talents in an inclusive environment where all our people can be completely themselves. In the past year, the Responsible Business Board approved a new strategy to integrate diversity and inclusion into all aspects of the business. The strategy aims to improve business performance by enhancing creativity and innovation, strengthening business to business relationships and improving employee engagement and performance. The strategy is based around five key goals, known as 'The 5 Rs':

Recruitment: The Recruitment strategic goal is to attract the most talented people from the widest mix of backgrounds and to ensure our recruitment process is fair and barrier-free. In the past year, we have:

- Improved D&I data collection at each stage of the recruitment and selection process
- Increased internal awareness of our Two Ticks Positive about Disability scheme to offer guaranteed interviews to qualified candidates with disabilities and health conditions.
- Trained our external recruitment partners on unconscious bias and creating inclusive gender-neutral job descriptions.
- Piloted a name-blind application process to minimise the impact of unconscious bias on shortlisting female and BAME candidates
- Taken part in Student Pride to attract more LGBT+ people to apply for our junior talent programmes.
- Been featured as a best practice case study at a debate about Recruiting Disabled Talent at the House of Commons.

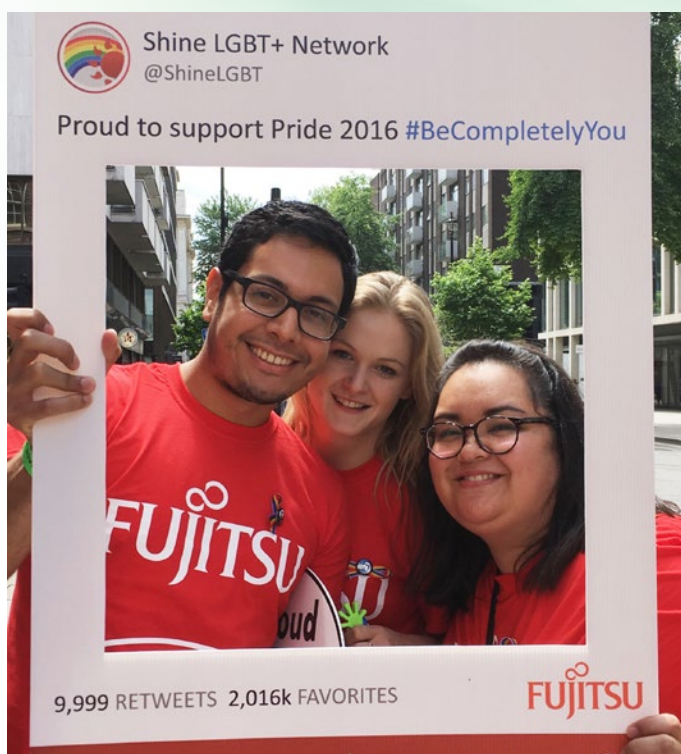
Retention: The Retention strategic goal promotes enablement and career development in order to achieve equivalent retention rates for all our employees. Achieving this goal will help us to maintain a diverse workforce and enable all our people to achieve their full potential. In the past year, we have:

- Improved our understanding of attrition rates for different groups through data analysis and surveys.
- Promoted awareness of the availability of flexible working practices.
- Formed a Transgender Working Group to look at available support for trans employees including launching a statement about inclusive facilities for transgender employees and visitors.
- Supported the pilot TechUK Back to Work programme, a scheme designed to help those women who have taken some time out of work to get back into the workplace in technical roles.

Representation: The Representation strategic goal aims to increase diversity across all areas of the business and promote role models, with a strong focus on leadership, sales and technical teams. All parts of our company will benefit from the power of difference. In the past year, we have:

- Produced quarterly data packs to track our progress on achieving our diversity and inclusion targets.
- Joined Everywoman, the number one network for women in business, to give all our employees access to a wealth of personal and leadership development resources that aim to support women in business.
- Held the Ada Lovelace Networking Event to increase the internal profile of high-potential technical women and accelerate their progress to becoming Fujitsu Distinguished Engineers.
- Ran a competition to identify employees who demonstrate and champion our corporate value of Inclusiveness in their everyday working lives.

We produced a video of the winning entries – a trans woman and a manager with dyslexia – speaking about their experiences of inclusion at Fujitsu.



Realisation: The Realisation strategic goal aims to create a more inclusive culture where everyone feels comfortable to be completely themselves and contribute fully to the success of the company. In the past year, we have:

- Introduced training on unconscious bias and inclusive behaviours, which is now available to all employees.
- In preparation, senior leaders were invited to attend unconscious bias workshops so that they could champion the course to their teams and lead on taking action to address unconscious bias.
- Held our annual Diversity & Inclusion Week to celebrate the power of difference, where we launched our Be Completely You campaign.
- Produced the Power of Difference booklet about our approach to diversity and inclusion in the words of our employees. This booklet is sent to all new starters along with their offer of employment to build their confidence to be themselves from day one at Fujitsu.
- Held informative and entertaining events throughout the year, organised by our family of Inclusion Networks, to increase employee's awareness of diversity and inclusion.



Reputation: The Reputation strategic goal aims to strengthen our reputation as a Responsible Business and leverage diversity and inclusion to support growth through our work with customers and partners. In the past year, we have:

- Worked towards achieving industry-standard benchmarks, including the Business in the Community Diversity and Wellbeing Benchmark, the Business Disability Forum's Disability Standard and the Stonewall Workplace Equality Index.
- Integrated diversity and inclusion into our EMEA-wide procurement processes to ensure all our partners and suppliers can uphold our commitment to diversity and inclusion.
- Supported the UK government's Disability Confident campaign, working with employers to help them recruit and retain more people with disabilities.
- Hosted and spoken at a large number of diversity events, from the Whitehall and Industry Group Diversity & Inclusion Conference to the Stonewall Global Allies event to Business in the Community's BAME Networks Masterclass.

Fujitsu Ireland Women's Network

On the 10th of November, Fujitsu Ireland launched the Women's Business Network @ Fujitsu. This is a new initiative aimed at promoting diversity and inclusion.

Over the next 12 months the network will host an inspiring line-up of speakers, themed events and a number of forums to discuss the challenges and issues facing women in business and celebrating those women who have inspired both within and outside of the technology sector. The network aims to get both women and men alike discussing the issues of working in male dominated industries and to help understand each other better and to strengthen and boost the professional relationships of Fujitsu Ireland members whilst unlocking the value that diversity presents.

Progress against targets

We collect and analyse a wide range of diversity information to identify where we are doing well, where we need to take action to improve and to track our progress in meeting our diversity and inclusion ambitions. In the past year, we carried out a major data refresh exercise to encourage all employees to check and update their diversity monitoring information in confidence through our HR systems. This helped us to build a fuller, more accurate picture of our workforce and to set stretching targets in our new Diversity and Inclusion Strategy. Fujitsu has set an aspirational target for 30% of our workforce to be female by 2020. Over the past financial year: The representation of women increased from 23% to 24% The proportion of female new joiners increased from 25% to 28% The proportion of female graduate joiners increased to 43% (more than in any previous year) and in 2016 more than 50% of technical graduate roles will go to women for the first time.

34% of our apprentices are female compared with the national average of 10%



34% of our apprentices are female compared with the national average of 10%. The representation of women on the UK Leadership Team has declined from 21% to 14% although we are pleased that Lucy Dimes has succeeded Regina Moran as CEO.

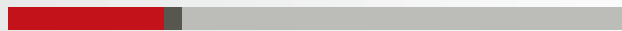
Women continue to be under represented in our sales and technical roles. We launched several initiatives to increase the visibility of women in technical roles last year including the Ada Lovelace Networking Event and our support for National Women in Engineering Day.

The proportion of employees who have declared their sexual orientation on our HR systems increased from 36% to 50%. The proportion of Black, Asian and Minority Ethnic (BAME) employees fell from 14.5% to 13.3% although we are pleased that the UK and Ireland Board now includes BAME members.

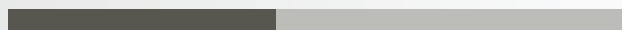
The representation of women increased from 23% to 24%



The proportion of female new joiners increased from 25% to 28%



The proportion of female graduate joiners increased to 43%



Awards and Accreditations

Fujitsu was awarded Gold banding in the Gender Benchmark and Silver banding in the Race Benchmark by Business in the Community (February 2016). Regina Moran was shortlisted for Woman of the Year at the Women in IT Awards 2016 (January 2016) and was named as one of the Top 50 Influential Women in IT 2016 by Computer Weekly (June 2016). Fujitsu was named as a Stonewall Top 100 LGB-Inclusive Employer for the first time (January 2016), Steven Cox was featured in the OUTstanding Top 100 LGBT Executives List (October 2015), the Out at Work Telegraph Top 50 list of LGBT executives (January 2016) and the Pride Power List 2016 (July 2016).

Caroline Shrader was named as one of the Top 30 Future LGBT Leaders in the Financial Times/OUTstanding list (October 2015) Shine LGBT+ and the Gender Network were awarded Awesome Network status and Martin York, Chair of Shine, received 'Highly Commended Network Leader of the Year' at the Inclusive Network awards (November 2015).

"Disability confidence within an organisation has to be built from the inside out and that means taking the time to look at ourselves as a business. The creation of SEED formed part of our decision and commitment to focus on disability confidence in the Fujitsu workplace and I am extremely proud that SEED have been awarded 'Disabled Employee Network of the Year'."

Gavin Bounds, COO EMEA and America

One of the first companies to be accredited by DWP as a Disability Confident Employer for our commitment to employing and retaining people with disabilities. SEED received 'Highly Commended Employee Network Group of the Year' at the Employers Network for Equality and Inclusion (ENEI) Awards.

In recognition of our ongoing commitment to Diversity & Inclusion throughout Fujitsu, we are delighted to confirm that we have been officially reaccredited the Disability Two Ticks Symbol by Job Centre Plus. Fujitsu is delighted to have won two categories at this year's Disability-smart Awards. These awards are given to companies demonstrating an outstanding commitment to employing, working with and doing business with people with disabilities be exhibiting best practice. The two awards were: ICT category – awarded to Fujitsu Design & Content Team at EMEA Campus for their outstanding commitment to improving accessibility and enablement around eLearning Adjustments, Course Transcripts and Virtual Courses. The second category: Disabled Employee Network of the Year was awarded to Fujitsu UK and Ireland SEED Network. This is the first time this award has been given and this category focus on employee networks that are seen to be exemplary, that are focused on supporting employees and employee retention and that are recognised for raising awareness and influencing key business processes. Fujitsu has committed to the following:

- Interview all disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their abilities
- Ensure there is a mechanism in place to discuss at any time, but at least once a year, with disabled employees, what can be done to make sure they can develop and use their abilities
- Make every effort when employees become disabled to make sure they stay in employment
- Take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work
- Review these commitments each year and assess what has been achieved, plan ways to improve on them and let employees and Job Centre plus know about progress and future plans.

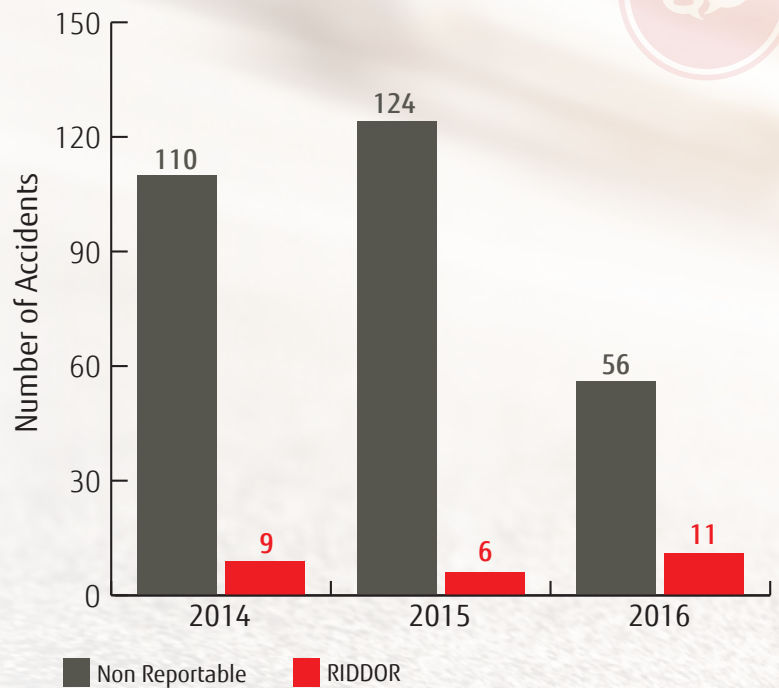
In addition to this achievement, since May last year, we have seen a 222% increase in SEED Community Members, a 40% increase in employees sharing they have a disability with us via Your HR Equal Opportunity information and a 55% increase in the number of Disability & Adjustment Passports. This further demonstrates the great move forward that we, as an organisation, have taken to be an inclusive and disability confident employer, and how the hard work and dedication of our Diversity & Inclusion Team and SEED Network can make a real difference.



Health and Safety

The management and promotion of Health & Safety is deemed to be wider than a regulatory requirement and a matter of essential compliance in isolation. As part of the company ethos, there is a strong symbiotic relationship between the Health & Safety and Wellbeing Functions such that benefits may be extended beyond employees and capture the interests of customers, suppliers, stakeholders, the wider community and in some cases, members of the public.

The existing Safety Management System meets the requirements of BS OHSAS 18001:2007 and through the management and monitoring of performance against Objectives and Targets, the Company can demonstrate continuous improvement year on year. This helps to further embed good safety practice into the Company culture and in parallel with Wellbeing focus on wider matters promoting healthy living, lifestyle choices and wider preventative focus around areas of common interest. We complete regular audits and the full list of targets relating to Safety can be found on our website.



Fujitsu has excellent standards of safety and workplace environment, which have recently been recognised by a two-day extensive Achilles RISQS Engage accreditation assessment of its field delivery based Health, Safety, Environmental and Quality Management Systems.

We are proud to confirm that Fujitsu has been recommended for the highest 4 star rating, with no Non-Conformance or Observations.

Fujitsu has also recently been subject to an additional two-day audit from Network Rail's Licencing team and as a result we have been awarded Licenced Principal Contractor status. This will allow Fujitsu to deliver its ICT services directly onto Network Rail's infrastructure.

A blurred background image showing several runners in motion during a race. The runners are wearing athletic gear, including blue and orange shirts and black shorts. The image is out of focus, emphasizing movement and energy.

Wellbeing

Promoting a 'Positive Health Culture' for our employees means fostering an environment where employees are aware of their mental wellbeing, just as much as they are their physical wellbeing. The organisation is supportive of both sets of requirements and the considerations this brings. 2016 has seen Fujitsu sign up as a Core member of Business in the Community (BITC's) Wellbeing at Work Campaign. Established wellbeing support services such as our Employee Assistance Programme have been complemented by the introduction of a Mental Wellbeing Learning Guide for employees along with more practical ways to engage employees in caring for their mental wellbeing. Linked directly to one of the five steps to mental wellbeing, 'giving to others', we held a number of 'Know Your Type' sessions in conjunction with NHS Blood and Transplant, the body responsible for ensuring a safe and efficient supply of blood and associated services to the NHS in England. More than 100 employees took a simple finger prick test, learnt more about their likely blood group, and registered as new blood donors.

Our participation with the Global Corporate Challenge continues to benefit the wellbeing of our employees. Taking 10,000 steps per day for 100 days is the challenge but our inclusive approach across Fujitsu encourages employees to simply be committed to improving their step average over the course of the challenge. In 2016 we had 1,750 employees taking part with every one of the 250 teams having at least one first time participant. The highest number of participants we've ever supported and the level of interest amongst employees continues to grow. Looking to the future, Fujitsu will continue in its commitment to support our employees in understanding the intrinsic link between their physical and mental wellbeing. Education and awareness alongside fun, practical ways for them to engage will continue to be an integral part of our approach.

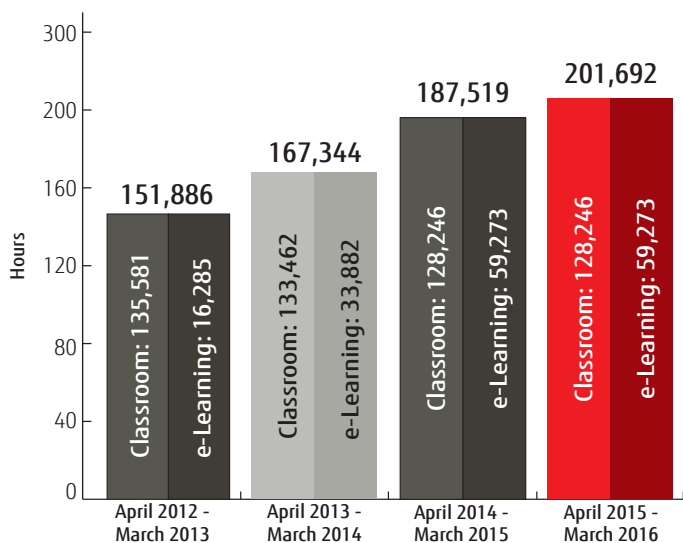
Global Corporate Challenge

Total Employees	1,750
Total Combined Steps	833,328,506
Total Distance	331,396 miles

Learning and Development

Our in-house Learning and Development team allows us to deliver targeted, customised learning and development courses while we work in partnership with an external training supplier for all standard and accredited training courses. In the last financial year, Fujitsu has invested in 984 individual professional and technical accreditations, of which 533 were technology accreditations and 451 were professional accreditations. It is essential that we have a highly trained, motivated and skilled workforce who can achieve their potential.

The number of hours Fujitsu invests in training our employees has an average increase of 9% over the past 3 years. We continue to develop innovative learning programmes which include on the job learning, as well as the more traditional classroom and online options. This year, 16,293 Fujitsu employees attended classroom training and a further 66,700 hours of online training has been completed. Fujitsu continues to deliver our Management Accreditation Programme, launched in 2013, which is designed to develop, recognise and reward management excellence. It provides accreditation to managers who can evidence appropriate behaviours in a range of management disciplines and directs their development through face-to-face workshops, online courses and coaching.



Employee Engagement

We regularly hold a company-wide survey designed to capture the opinions, feelings and levels of satisfaction of Fujitsu's employees on a number of key dimensions. This is the key measure of the effectiveness and impact of our employee engagement programmes and it is our most effective feedback mechanism.

In our survey in 2015, we maintained our high participation rate with a 76% response rate. Employee engagement increased for the fourth consecutive year from 64% to 66% and enablement saw an even greater increase by 4% up to 59% positive. The results show an increasing level of trust in action taken as a result of the survey. We also ask employees if they feel that the wellbeing of its employees is important to Fujitsu, and saw our positive scores increase by 1% to 63%. Fujitsu is relaunching the Employee Engagement survey in 2017 and will report the results in our 2017-18 report. In the meantime, we are conducting a number of pulse surveys to continually engage with our employees on issues that matter to them, such as empowerment, training and reward.

For the past few years, we have had a dedicated campaign to raise the level of engagement and enablement for our employees, led by our Head of Engagement. We set targets at a Regional level and at team level for year on year improvements. A network of Activists made up of stakeholders who represent their business areas meet quarterly to understand the latest progress on Engagement initiatives, and share good practice from their own teams. We have also established various employee forum groups who work together to review their own business area scores from the annual survey, analyse the results and produce an action plan. We have seen some great successes as a result of these Employee Forums.

We try to engage our employees digitally as much as possible, and have held online conversations on various topics. Employees have the opportunity to comment and share views using the shared Intranet and their "MySite". Our Regional Head has recently commenced a tour of roadshows across the UK and Ireland.



Fujitsu's Impact on Society

Contribution to GDP and Taxes

Fujitsu's total UK tax contribution in FY 2015/16 was £377.9m. Of this amount, taxes borne (those taxes which are a real cost to the company) were £58m. The company also collected a total of £319m in taxes on behalf of HM Treasury. The key taxes collected were VAT and employees' income tax and National Insurance Contributions. We are fully committed to greater tax transparency and increased voluntary disclosure. We are actively reviewing our own approach to reporting and participating in the wider debate. We have established clear principles governing our tax strategy to match the spirit as well as the letter of UK tax legislation. As a responsible tax payer, Fujitsu does not engage in any aggressive tax planning, tax avoidance schemes or offshore tax structures to artificially reduce the amount of UK tax it pays. We strive to be open with HMRC, to provide prompt and up-to-date information about how we manage our tax responsibilities, and to ensure our relationship with HMRC is efficient and effective for both parties.

Supply Chain

Fujitsu is committed to developing responsible business practices in our supply chain. Suppliers are required to comply with Fujitsu's Code of Ethics and Global Business Standards, which set out Fujitsu's expectations for suppliers in areas such as environmental standards and human rights. Fujitsu spends in the region of £700 million annually with approximately 1,000 suppliers across the UK, of which over 95% are UK based. We are proud of our reputation as a responsible procurer of goods and services and select suppliers carefully, fostering our values throughout the supply chain. We use a preselection questionnaire to choose suppliers with sound ethical and environmental practices.

Small Businesses

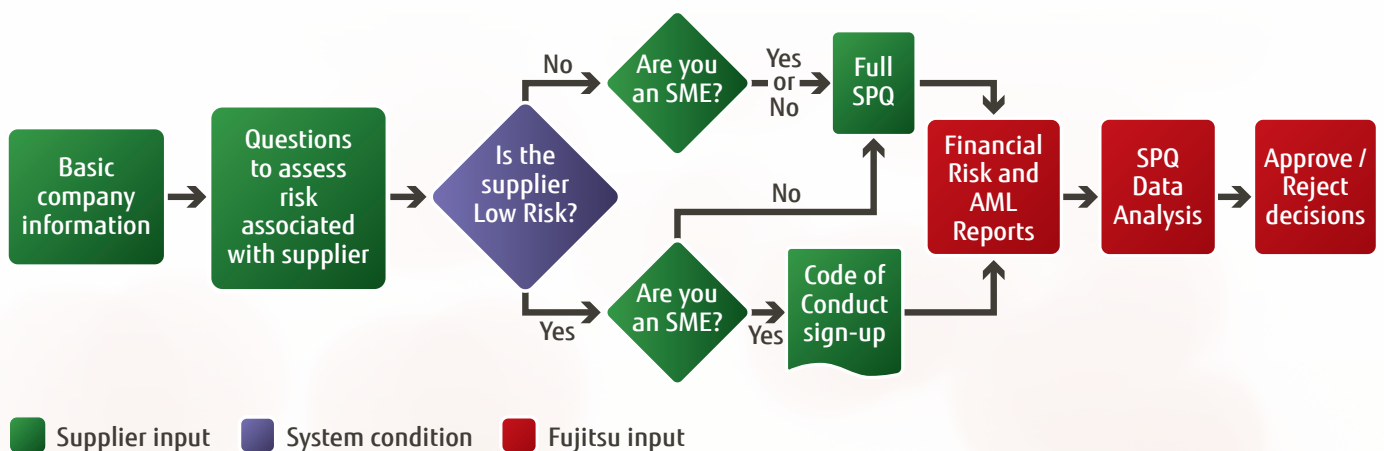
For the last three years, SMEs accounted for approximately 40% of our active supply chain. SMEs are a vital part of the UK economy and contribute significantly to economic growth. In the UK, SMEs account for 99.9% of all private sector UK businesses and represent 59.1% of private sector employment and 48.8% of private sector turnover. Over the last three years, circa 20% of Fujitsu's spend on suppliers has been with SMEs. Fujitsu is committed to supporting economic growth, and our supplier mapping shows that over a quarter of the SMEs who work with Fujitsu are located in the most deprived areas of England.

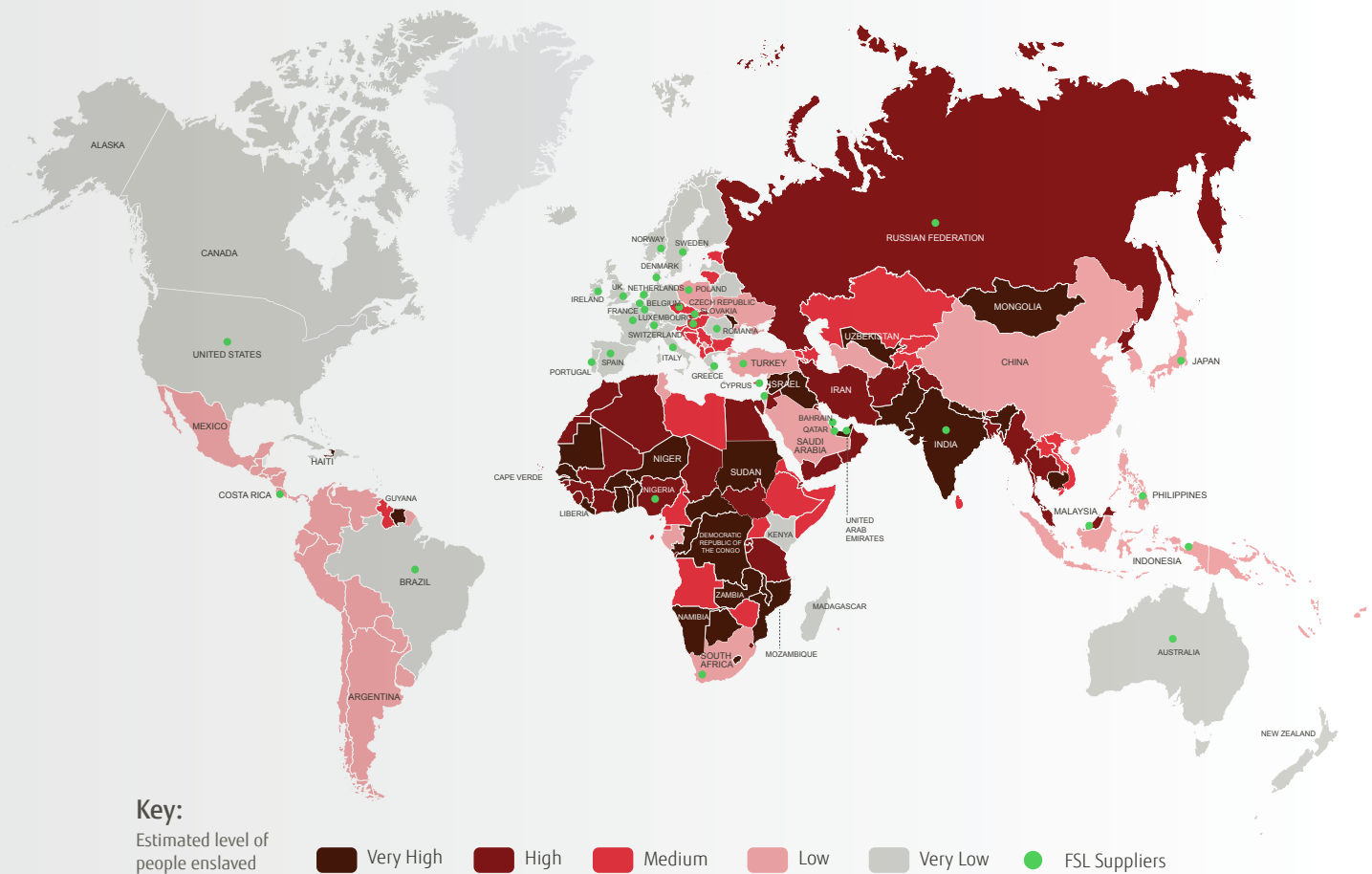
Fujitsu has an active SME Engagement programme since 2013 with a dedicated resource committed to finding innovative and meaningful ways of engaging with SMEs. The journey started with the creation of our SME Charter available online, which sets out how we collaborate with SMEs and instils an SME friendly culture throughout our organisation.

We were amongst the first fifteen organisations to sign up to Business in the Community's 'Access Pledge', demonstrating our commitment to tackling any barriers facing small businesses when they try to do business with large companies. We have maintained our Supply Chain Finance Programme, which enables SMEs to track invoices and receive payment of approved invoices earlier than contracted terms. We also created Connect2Fujitsu, a web portal which can be accessed via the Fujitsu UK website, which designed to make engaging with SMEs easier. Its origin comes from the findings from the Collaboration Nation report and feedback from our roadshows, where SMEs have stated that establishing the right point of contact within a large organisation is a key issue. In May 2015, our SME Programme won a 'Highly Commended' Procurement Leaders award in the 'Supply Chain Initiative' category.

Currently, the key initiative within the SME Engagement Programme is 'Generation through Innovation'. It allows the whole organisation to identify current opportunities where SMEs could add value and subsequently be invited to meet key business stakeholders to discuss their service offerings. This specific and deliberate approach aims to improve the service we provide to our customers by tapping into innovations that only SMEs can provide.

We implemented a “fast-track” onboarding process that makes it easier for low-risk SMEs to become an approved supplier to Fujitsu. This is a simpler process which requires an SME to agree to a ‘Code of Conduct’ rather than provide policy and process documentation. The process enables SMEs to on-board more effectively whilst managing Fujitsu’s risk appropriately. We have seen year on year growth on the number of contracts awarded to SMEs which reflects the commitment to making our supply chain more accessible to small businesses.





Map showing locations of our suppliers against the Global Slavery Index 2014, of which 97.3% are based in very low risk areas or the lowest quintile of the Index

Tackling Modern Slavery

In accordance with the UK Modern Slavery Act 2015, Fujitsu has published a statement online to detail the steps it is taking to tackle modern slavery in the supply chain. Our initial action has been to complete a risk assessment of our first-tier suppliers against Walk Free Foundation's Global Slavery Index 2014. This mapping exercise aimed locate suppliers in countries at higher risk of forced labour, and identified that the vast majority (97.3%) of FSL suppliers are located in very low risk areas. Less than 1% of our suppliers in high risk areas for forced labour, with most of those working in sectors that are not considered to be high risk.

Our aim is to use this intelligence to work with those suppliers who are identified as higher risk. We are currently formulating our approach on how best to engage with these suppliers. Forced labour and human trafficking is also prevented by several of our policies and our Fujitsu Human Rights Statement, and an important part of our supplier due diligence. For more details, please see our online statement available on our Fujitsu website.

Conflict Minerals

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. We use the Conflict Minerals Reporting Template (CFRT) developed externally in collaboration by Global e-Sustainability Initiative (GeSI) and Electronic Industry Citizenship Coalition (EICC), two of the largest industry bodies that focus on sustainability and human rights respectively. This reporting template is recognised as best practice by a large number of our stakeholders, and the industry as a whole. Since 2014, Fujitsu has used this to survey suppliers for our EMEA manufacturing operations, based in Germany. Today we are covering 95% of spend, with a target of achieving 100% in FY2016. Since early 2015, we have used the template to survey suppliers for our global operations as well.

So far, all responses suggest that there is no conflict minerals are present in our supply chain and no corrective action has been triggered. None of our surveyed suppliers use smelters which are in the countries defined as at risk for conflict minerals.

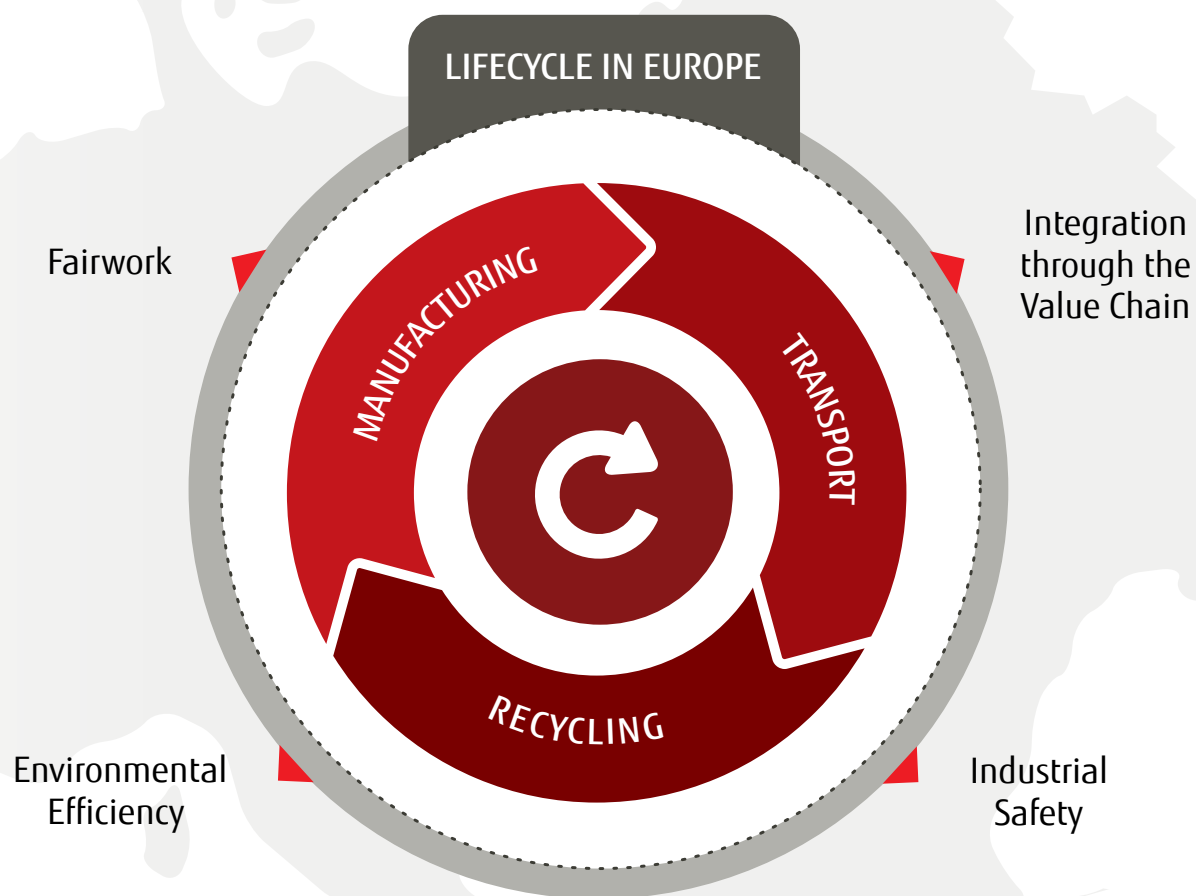
Nevertheless, we are keen to encourage our stakeholders to act responsibly on conflict minerals and recognise the importance of raising awareness across our own organisation. We address mineral sourcing openly with customers and provide them with the CFRT as completed by Fujitsu. We engage with our employees by raising awareness of 'conflict minerals' as part of our EMEA Responsible Business programme. Fujitsu asks all employees to complete human rights training which addresses conflict minerals.

We will continue to build on our engagement with suppliers to ensure our products do not contain conflict minerals.



Full Lifecycle in Europe

Fujitsu is the only IT manufacturer that covers the whole IT value creation chain in Europe, from development through to hardware product to recycling. This allows us to put the focus on sustainability even at the product development stage, so its energy efficiency is considered earlier, not just as part of the later development stages. Prototypes are assessed and optimised with a view to their subsequent disposal at our Recycling Centre in Germany. This has allowed Fujitsu to achieve reuse rates of over 99 percent – well over the statutory rate of 75 percent. Our manufacturing factory in Augsburg is state-of-the-art, allowing us to achieve efficiency gains and competitive pricing.



Fair Work

Fujitsu has around 1,600 permanent employees at the Augsburg site. Fujitsu has also implemented structures in the production environment which allow the company to produce customer-specific products with a wide range of volume requirements using the existing infrastructure at short notice and react to current market conditions. This is why Augsburg is described as a "breathing factory". This concept is made possible by an innovative and very flexible working time model which allows daily working times to be adapted at short notice.

Integration through the Value Chain

As part of its cooperation with Lebenshilfe Donau-Ries e.V., Fujitsu has been involving people with disabilities in the value creation chain for 24 years through a special workshop. Work in the Fujitsu workshop is part of a comprehensive programme, incorporating a 35 hour-week with cookery courses, language courses and sports, among other things. Of the 430 disabled people in Donau-Ries, around 200 worked for Fujitsu in 2014, giving them the opportunity to finance some of their own lifestyle and thus lead a more self-sufficient life within the community.

The disabled workshop produces accessory kits (handbooks, connectors, power packs, etc.) for Fujitsu IT products and packs them on a country-specific basis for the whole of Europe. Depending on order books, up to 20,000 accessory kits can be produced every day. At the same time, the disabled workshop is also responsible for preliminary sorting for product recycling.

Health Programmes and industrial Safety at the Augsburg Factory

The health of its employees is particularly important to Fujitsu, which has set up a central health committee for the coordination of the various health promotion and prevention activities. This is made up of a cross-section of company representatives: divisional managers, human resources, the overall works council, an industrial safety specialist and the health insurance company as a strategic partner. Prevention, creating positive framework conditions and recognising and avoiding stressful situation are the three principles based on which health and industrial safety issues are analysed and appropriate measures derived.

The success of our industrial safety measures is documented by the fact that the rate of accidents at work is consistently low. In 2014, it was ten times lower than the industry average.

Environmental Efficiency

In the last three years, our Augsburg factory has achieved the coveted ISO5001 certification, cut energy consumption by a total of 15 percent, and reduced CO2 emissions by 10 percent. We managed to reduce the energy consumption of Fujitsu PC and workstations by around 20 percent in the same period, working towards global targets on attaining world class energy efficient products. Server performance was also increased by a massive 72 percent. As part of the Fujitsu Group Environmental Action Plan (Stage VIII), we have promised to help lower the greenhouse gas (GHG) emissions of our customers and society by providing ICT solutions.

Human Rights

Our vision is to create a better, fairer society through our products and services. Recently, the role of companies in upholding human rights has become clearer. Fujitsu is applying international standards, including the 2011 UN Guiding Principles on Business and Human Rights, to our business operations. In our daily business activities, we interact with a huge variety of stakeholders and touch millions of people every day. Fujitsu's influence is far-reaching. We have a responsibility to use that influence to respect and uphold international human rights norms. 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 CSR report.

In October 2016, we worked with human rights and business experts 'Shift' to hold a human rights workshop in London for the EMEA Leadership Team. This forms part of our Global CSR team's ongoing work to implement training and due diligence regarding human rights.

Data Security and Privacy

Data Protection and Cyber Security are the two pillars of our European strategy, and as a technology company, one of our highest priorities. Within Europe, Fujitsu has over forty years' experience working with government, national security agencies and private sector customers protecting information in the most challenging of circumstances and environments. In the UK, we have a Security Operations Centre in Warrington delivering a range of managed security services to over 50 customers in the UK. We are members of the CERT UK, the UK's national Computer Emergency Response Team, Cyber Security Information Sharing Partnership (CiSP) fusion cell, which means that we provide an analyst to CERT UK free of charge for two days a week to bolster their security team and support the UK Government security objective. Fujitsu also runs the CiSP node (threat sharing platform) for North West businesses on behalf of the North West Regional Crime Unit. We have multiple vendor certifications and recognised security qualifications. Over the last year, Fujitsu has not received substantiated complaints regarding breaches of customer privacy and losses of customer data.

As a huge amount of personal information moves online, data security is paramount. The 'Internet of Things' is centred on putting personal data into context, and as such is only possible with the trust of the public.

PalmSecure

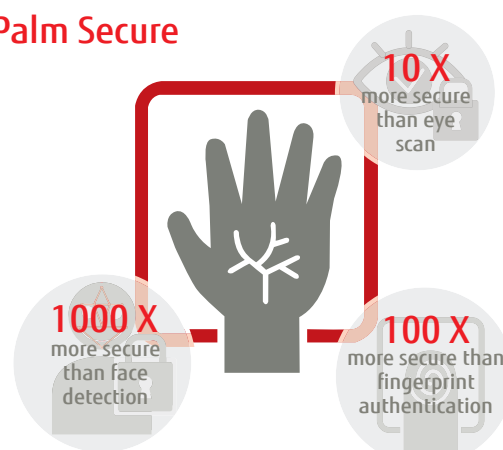
In order to protect terminals and data centres effectively from unauthorised access, Fujitsu has developed a biometric authentication system in the form of PalmSecure, based on palm vein patterns - which are unique to every person. The system is ten times more secure than scanning the iris of a human eye, one hundred times more secure than authentication using a finger print and one thousand times more secure than facial recognition. Currently there are more than 200 million PalmSecure users across the world relying on the solution for access control on buildings, safe rooms and data centres.

PalmSecure is being used in a myriad of sectors, including:

- Healthcare: For hygienic, secure patient identification and registration
- Government: Fraud prevention of social insurance claims
- Schools: To eliminate the need for students to carry cash or cards for their lunch
- Finance: Used in ATMs for easy identification and fraud prevention
- Education: To accurately capture exam-takers registrations and records
- Transport: Used in airports for security checks



Palm Secure



"It's been great working with Lancaster University's Data Science team. Sam's work will help to reveal possible methods of using our security threat statistics and security events to maximise protection against the cyber threat for Fujitsu and our customers."

Catherine Irvine, Senior Business and Development Manager,
Security Operations Centre, Enterprise and Cyber Security –
Technology Product Group, Fujitsu.

"I will use the skills that I have developed on the course in a real-world environment and develop a data science solution that provides real value. I'm looking forward to working in a commercial project team, learning from trained professionals and, hopefully, gaining the opportunity for further work with Fujitsu after the placement concludes."

Sam Johnson, MSc Data Science

Partnership with Lancaster University

Fujitsu has been working with the Data Science department of Lancaster University to develop innovative ways of analysing cybersecurity. A joint project is designed to enhance the early detection of cyberattacks through the rapid analysis and correlation of multiple data sources. Fujitsu experts and MSc Data Science students are investigating possible methods of using the security threat statistics and security events to maximise protection against the cyber threat, by simplifying the way these statistics are displayed and use a shared platform to benefit customers.

We are also building a joint threat intelligence research lab which will result in a number of joint research papers centred on data security. Fujitsu is currently working with key Centre for the Protection of National Infrastructure (CPNI) customers and Lancaster on a project to look at attacks against industrial control systems and we have sponsored two female bursaries.

Scottish Water

Scottish Water provides drinking water to 2.45 million households and 154,000 business customers in Scotland. Every day it supplies 1.3 billion litres of drinking water and takes away 840 million litres of waste water from customers' properties and treats it before returning it to the environment. It is a publicly owned company, answerable to the Scottish Parliament and the people of Scotland, and employs over 3,600 people. When Scottish Water users accidentally introduced a new virus to its network, the company needed to act fast to minimise the damage and quickly remove the new strain of crypto-malware. Scottish Water activated the Fujitsu Cyber Threat Intelligence service, which immediately identified the source of the unknown malware variant, cleaned infected devices and worked with Symantec to create a signature that would block it. Fujitsu enhanced information security defences through continuous monitoring and proactive response, protecting infrastructure and services. The solution also minimises the network exposure to threats and ensures the malware could not cause further damage to the network, while enabling the quick creation of a script to block the virus in the future. All infected devices were cleaned and returned to the users.

"The Fujitsu Cyber Threat Intelligence service has allowed Scottish Water to strengthen our overall security posture and provides us with the level of detection and prevention services that meets our needs."

Tom Porteous, Head of Customer Services, Scottish Water

Transforming our Customers

Public Sector

Fujitsu's work in the private sector enables key ICT support across the UK's Retail and Hospitality, Financial Services, and Manufacturing, Utilities and Services sectors.

Her Majesty's Revenue and Customs (HMRC)

We enthusiastically support the Government's digital transformation journey and are actively pursuing it with HMRC, whose Digital Services, both internal and external, are being enhanced so that HMRC can be more agile. Since HMRC raises over 4/5ths of central government revenue, more than £535bn a year, and pays out around £40bn annually in benefits, attacking its transaction costs in this way will generate major savings as well as improving the citizen experience. We are a core IT partner, providing critical delivery services and systems. We look after 67,000 desktops and 6,300 laptops across over 300 offices, while managing 1,000 servers for File & Print and local Application Support. Fujitsu processes more than 9m self-assessment tax returns each year, upgrading systems as necessary to support the increase in online submissions. Between 4 and 5pm on the final day of self-assessment tax returns last year, we were handling 12 returns per second. We also enable the distribution of child benefit payments to over 6.9m UK families. Innovation is essential to bring about improvements in the quality and efficiency of public services, and Fujitsu innovations have driven the success of our partnership with HMRC. Fujitsu also manages print centres for HMRC, printing and issuing around 100m items of post annually. Our five centres produce 488m images per year and have a Rapid Data Capture facility that scans around 50m forms per year. The print operation has been externally benchmarked as "best in class" and was awarded a Cabinet Office Customer Service Excellence Award.

It also generates £6-7m in postal savings per year and ensures more than 10m postal items reach doorsteps faster. Fujitsu has provided the complete infrastructure for one of the most ambitious HMRC IT projects of recent times, the PAYE Real Time Information (RTI) project. This project was fundamental to change in the way benefits are calculated. PAYE RTI calculates accurate earnings data in near real-time - in effect one month in arrears. As Universal Credit rolls out, Fujitsu is responsible for processing around 300m transactions a month from employers throughout the UK. Our infrastructure allows for processing enormous volumes of information and was completed ahead of schedule. Working in collaboration with Fujitsu and Microsoft, HM Treasury developed the first Restricted environment for UK Central Government based on Windows 7 in just six weeks. The service was then deployed to over 600 Cabinet Office and Her Majesty's Treasury users over the following months.

Supporting HMRC's Journey to Cloud

With the Government's drive to be more cost efficient, action was taken to reduce expenditure across all of the main government departments. Fujitsu helped HMRC reach their goal by consolidating servers and introducing the first secure Private Cloud in Government (S4). This has since developed in to the FAST Cloud Offering That enables a mix of cloud based services to support HMRC business needs. The greater use of virtualisation technologies, which in turn cut the number of servers and CO2 emissions – has helped to achieve cost reductions and a decrease in the number of IT assets required to run the departments operations. In turn, this has helped HMRC achieve a 10% reduction in CO2 emissions every year.



"As the project evolved, our team became more collaborative and behaved as one unit. Fujitsu wanted to succeed as much as we did and that was reflected by Fujitsu staff's willingness to go the extra mile. We have fewer incidents to resolve, which reduces the burden on our Service Delivery teams. At the same time, the user experience has improved, making them more productive."

Clare Atkins, Head of Business Solutions, Forestry Commission

Forestry Commission

Forestry Commission plants many millions of trees and harvests almost four million tonnes of wood every year from public forests. This reduces the UK's dependency on imported wood and provides low-carbon materials for manufacturing, fuel and energy. As Britain's largest land manager, the organisation is also custodian of 900,000 hectares of land including National Parks and Areas of Outstanding Natural Beauty, where millions of visitors contribute almost £2 billion annually to the economy.

As the long established support partner to the Forestry Commission, Fujitsu was responsible for upgrading their IT system of 2,500 machines dispersed geographically in remote areas. We began with a series of workshops to involve as many stakeholders as possible, so we could decide on the best course of action logistically with minimal disruption. Fujitsu worked overnight and on weekends to upgrade up to 100 computers per week without disrupting the business. Fujitsu engineers were on-site the following day to answer any questions and help users adjust. By automating the process using SCCM, it ensured the whole project could be completed on time, on budget and with minimal disruption. The new Operating System gives consistent user experience for better productivity and reduced support costs. In turn, this enables the simple deployment of new applications and services.

The Environmental Agency (EA)

According to the Government's 'Foresight Future Flooding' report, climate change will increase the risk of flooding in the UK by 20 times, which will more than double the number of people at high risk from flooding. Fujitsu is proud to supply the Environmental Agency with a Floodline Warnings Direct (FWD) system. Hosted and managed in Fujitsu data centres, the FWD application enables

the Environment Agency to determine target areas for pre-defined warning messages. On receiving information of a potential severe weather situation, the Environment Agency can now utilise FWD's advanced mapping and location information to accurately identify people at risk of potential flooding.

Environmental Value

Our Sustainability Engagement Team (SET) are able to quantify the environmental benefits of activities carried out across the business. Through the carbon foot printing tool the team has created, a wide range of analyses can be carried out, and "next steps" consultancy services can be applied. SET aims to increase the value of both Fujitsu and our customer's brands with consumers and stakeholders, to meet legislation targets, and deliver solutions which reduce power consumption and emissions. We have used SET internally to achieve power savings of 40% across our Information Technology Group (ITG). The team performed an analysis of how changing devices could result in substantial reductions in power consumption and CO2 emissions.

The completed project resulted in a significant carbon saving of 4,573 tonnes, which represents 68% of the total.

Furthermore, as a result of the server and data centre infrastructure device reduction, power consumption decreased by 40% - creating an overall financial saving of £444,597 to Fujitsu per annum. The results calculated as a result of ITG's work are vast, and show great promise - especially for the future of virtualisation, and shutdown of legacy services.

Year/Change	Device Count	Total kWh	Total Price	CO2e Tonnes
2011	27,130	12,354,329	£1,111,890	6,683
2015	23,759	4,218,039	£667,294	2,110
% Change	12.43%	65.86%	39.99%	68.43%
Difference	-3371	-8,136,290	-£444,597	-4,573

Energy Savings generated across Fujitsu's ITG Group

Local Government

Local authorities are under pressure to cut costs, improve service delivery and modernise systems to make the most of their resources. Technology has enormous potential for challenged local authorities, and Fujitsu is using its expertise to help deliver more for less, bring innovation and use information and data to enable appropriate and beneficial decision making.

Gravesham

Gravesham Borough Council wanted to reduce fraudulent activity related to its housing stock in order to save money and ensure council housing was available to those that needed it most. Gravesham acted as a pilot for the Fujitsu Social Housing Analytics Service, which combines leading risk based predictive analytics along with proven data matching techniques to allow Gravesham Council to target its investigative resources effectively.

Gravesham was able to identify over 75 properties where the council made a range of interventions, which resulted in the identification of £108,000 of tenancy fraud. We've worked with other councils, including Southwark Council, who recovered £500,000 in council tax using our automated processes for identifying fraudulent claims, with predictive regression models.

Dublin City Council

Two thirds of the world's population will be living in cities by 2050. While reaping many benefits, this continued urbanisation creates a whole range of challenges that as a society we're going to have to solve. Cities must be smarter and better organised, and technology is the key to this. Fujitsu has partnered with Dublin City Council (DCC), the largest local council in Ireland and responsible for housing and community, roads and transportation, urban planning and development, amenity and culture and environment in this city of over half a million residents.

In 2013 DCC decided to embark upon an ambitious project to implement a Traffic and Transport Asset Management System to assist them in better recording and managing their Traffic and Transport Assets such as Road, Pavement, Street Lighting, etc. To address their problems DCC chose the CONFIRM Product, from PitneyBowes Software, as proposed by Fujitsu. This leading Product had at that stage been implement in the UK by over 100 City & County Councils and Local Authorities to meet the UK Traffic & Transport Legislative standards and was considered the leading product in this area across Europe and America. It is specifically designed to empower public bodies with the insight to make informed decisions on repair, maintenance and investment for critical public infrastructure assets against tightly constrained budgets and timescale. Fujitsu enabled this in a mobile environment to give real-time, joined up visibility of maintenance works and meet the over 500 requirements in the initial request from DCC.

"Dublin City Council is very happy with the work Fujitsu has done and the functionality it now has in Road Maintenance Services. It is currently implementing modules in other business areas such as street lighting, traffic infrastructure and bridges."

Dublin City Council

Private Sector

Fujitsu works closely with transport services across the UK to enable smooth, cost-efficient travel. Fujitsu supports more than 24,000 retail & hospitality outlets, 127,000 checkouts and 660,000 retail devices in the UK, enabling millions of payments and safe transactions every day.

Transport for London (TfL)

Fujitsu is a long term strategic partner of TfL and since 2004, has been responsible for managing the data networks that support TfL's 25,000 employees. It was therefore the ideal choice to design and manage the deployment of Wi-Fi access across the Underground. Fujitsu worked with partners Installation Technology, Cisco and Virgin Media to provide high capacity Wide Area Network connectivity compliant with the Underground environment. This wireless underground network is an innovative way to balance TfL's operational requirements for data while simultaneously providing a great Wi-Fi experience to the public and delivering value for money. Implementing one of the first underground Wi-Fi services in Europe as required by TfL, has provided a real-time information service to enhance the journeys of customers. In addition, TfL employees are no longer tied to desk based PCs allowing them to work more flexibly around the stations. The public Wi-Fi helps TfL to enhance the passenger experience throughout each station with download speeds typically twice as fast as the average UK home connection.

Crossrail

Crossrail is an ambitious project to build an entirely new train system beneath London. It needed a tier one technology partner that would take responsibility for every aspect of its infrastructure, including the management of other IT suppliers. Crossrail will provide 73 miles of east-to-west connectivity with up to 24 trains per hour in each direction through the route's central section during the peak. The Elizabeth line will carry an estimated 200 million passengers a year.

The company delegated all core IT services to Fujitsu, including its ongoing desktop, data centre, service desk and application support. Fujitsu has scaled seamlessly as the project has grown massively in size, without compromising service. We also provide 100% availability, ensuring that expensive operations are completed without a hitch. Our solutions ensure access to mission-critical information anywhere within a vast and sprawling underground site.



Heathrow

Heathrow Airport invested £2.5bn in a comprehensive rebuilding of its second terminal. It needed a partner that could deliver a high-speed, robust and flexible network that would underpin all of the new terminal's critical operations. Fujitsu was chosen to design and deploy an extensive network, including fibre cabling, switches, wireless LAN, IPTV, IP Telephony infrastructure, to cover 110 communications rooms, 1,700 cameras, 34,000 CAT5 and 6 network ports and many other areas.

Fujitsu's proactive and flexible approach acted as a model for all suppliers and encouraged a collaborative relationship that ensures deadlines are met. Fujitsu's keen focus on health and safety helped to make this one of the safest large scale construction projects undertaken in recent years.

Post Office

The Post Office is at the heart of UK cities, towns and villages, providing services ranging from travel insurance to vehicle tax, passports to postage and driving licences to life insurance. With over 11,700 branches across the country, the Post Office is the UK's largest retail network, and is also the UK's biggest cash handler, with more than £90 billion passing through its network each year. Fujitsu has worked with the Post Office since 1996 and is its principal supplier of IT. Our contract, the largest non-military IT contract in Europe, has been extended twice. At the heart of the Post Office's technology infrastructure sits Horizon, an application that connects over 29,000 counters across its local branches. Originally developed and deployed with the help of Fujitsu, the solution needed refreshing to reduce costs and add new functionality. Working in close partnership, the Post Office and Fujitsu rolled out a new solution – Horizon Next Generation - connecting all Post Office counters in real-time to one centralised data centre. As a result, overall support costs have been reduced by 50%, while an improved interface now helps Post Office employees to access, understand and sell the organisation's extensive range of products and services. Meanwhile, guaranteed service levels of 99.8% ensure high availability for these business critical services .

Key Facts

- Fujitsu supports more than 24,000 retail and hospitality outlets, 127,000 checkouts and 660,000 retail devices in the UK.
- Fujitsu is responsible for managing the data networks that support TfL's 25,000 employees
- We provide all core IT services to Crossrail with 100% availability.
- Reduced support costs for The Post Office by 50%.

Keeping the UK Secure:

Fujitsu in Defence and National Security

Fujitsu is proud to have a long-standing heritage supporting the Defence and National Security sector, and has been a major supplier to the Ministry of Defence (MOD) for over 50 years. We are currently one of the top two (ICT) partners to the UK Defence industry.

We have a dedicated defence centre, staffed with specialists who spend 100% of their time on defence and national security work. Across UK and Ireland we have 3,500 security cleared staff, and we provide support to over 220,000 MOD users. As a result of Fujitsu's work with the MOD and a wide range of government agencies, we have an excellent insight into the challenges of joining up information seamlessly, often across organisational boundaries, in order to respond effectively to any large scale crisis – whether prompted by military action, natural disaster or terrorist action.

Fujitsu forms part of ATLAS, a consortium of four world class IT companies who collaborated to fulfil the MOD plan for a single integrated Defence information infrastructure. As a Tier I risk sharing partner of the ATLAS consortium, we are enabling the UK Defence modernisation with a single, global, secure integrated platform supporting 300,000 users at 2,000 sites across 150,000 devices.

Fujitsu provides critical technological support and delivers the ICT backbone for a number of ongoing military operations abroad. This includes Fujitsu international field engineers who work and live alongside military personnel to ensure MOD systems are fully functional, whether in the UK or on operations overseas.

Fujitsu's vision is to deliver Defence network services that enable operational users the freedom to access through supplied or a compliant Choose Your Own Device (CYOD), the right information services wherever and whenever they are needed; both in the UK and when deployed overseas.

The MOD's Global Connectivity solution makes this possible by bringing together a number of disparate connectivity services provided by multiple providers to deliver a network solution that includes both the Wide Area Network (WAN), Local Area Network (LAN) and related service components. The Fujitsu Global Connectivity solution replaces the Defence Fixed Telecommunications Service (DFTS) and the LAN services provided by the ATLAS consortia, with a modern, agile and robust set of network (LAN/Wireless LAN and WAN) services designed to improve service levels and align to the new ways of working demanded by the modern Defence users.

The services provided are founded on the Public Services Network (PSN) framework and offer proven value for money when benchmarked against Industry standards. The various services will support circa 200,000 users, producing more than 250 million emails a year at over 1,000 sites in the UK and overseas whilst network capacities will be increased to meet current and future needs.

SSAFA is the national charity committed to helping and supporting the 57,000 Armed Forces personnel, those who used to serve and the families of both. The Corporate Friends Programme aims to provide a mutually beneficial framework that helps defence companies form links within industry while helping SSAFA to raise funds and awareness. Fujitsu is proud to have been a corporate friend of SSAFA for many years.




EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD

Defence Employer Recognition Scheme Gold Award

Fujitsu were the proud recipient of an award presented for the support we give to Armed Forces and Reservists transitioning back into civilian employment.



Since partnering in 2007, we have raised nearly £200,000 for the charity via a number of initiatives. For the past 4 years, Fujitsu were the lead sponsor of the Ride of Britain, a SSAFA run challenge to cycle from Edinburgh to London. 21 of our employees completed the 5-day challenge over the 4 years raising a staggering £34,000 for the charity.

Fujitsu is a long-standing sponsor of UK Armed Forces Sports; supported by Team Ethos. From Army Football, UK Armed Forces Rugby, Navy Hockey, Rugby League and British Soldier, the Army Sailing Association (ASA) racing yacht we believe these relationships reinforce our shared belief in fulfilling potential beyond the expected through experience, resourcefulness and determination. Fujitsu is proud to be part of this. We are in the process of expanding our support into RAF within the next year.

"The opportunity to race a highly competitive yacht, British Soldier, at national and international level is available only through our superb partnership with Fujitsu. It is a very clear demonstration of the company's commitment to the men and women of the British Army and, on their behalf, I sincerely thank Fujitsu very much for their continuing and essential support."

Lieutenant General J I Bashall Commander Personnel Support Command , Admiral, Army Sailing Association

In delivering our services to the Defence and Security industry, Fujitsu works closely with an extensive SME supply chain. Our company has longstanding relationships with hundreds of very successful SMEs, who are capable of providing the niche skills and specialist technologies needed to meet the requirements of the Armed Forces

Our Commitment to the Armed Forces

In January 2014, Fujitsu signed the Ministry of Defence Armed Forces Covenant. The Armed Forces Covenant sets out the moral obligations of society towards members of the armed forces community and by signing, Fujitsu has pledged to support the British Armed Forces, by upholding these key principles.

Our longstanding affiliation with the British Armed Forces comprises a major part of our responsible business drive, with a particular focus on veterans and their families. To enable a smooth transition from military service into the commercial sector, we set up various initiatives.

One of these is our link to the Career Transition Partnership (CTP) which ensures that Fujitsu's job vacancies are widely promoted to the service-leaver community. We continue to drive our managers to hire service leavers and through our CTP link we educate managers to see potential and for service leavers to enhance their applications with our guidance documentation. A support infrastructure made up of recently recruited military personnel, is on hand to provide you with advice and guidance on your CV and application, interview and career opportunities. We also worked with CTP to develop a capability matrix to match skills and qualifications to civilian employment opportunities.

Through our CTP relationship we have been working closely with CTP Assist, whose purpose is to help those medically discharged from the Armed Forces to find new employment.

We also recognise the contribution and potential that reserve personnel and veterans can deliver, and we formally introduced a comprehensive policy to support them, beyond what is required by law. In The Enhanced Learning Credits Administration Scheme (ELCAS) is designed to assist MOD service personnel or ex-service personnel with training that will enhance their current or future career. Under the Fujitsu scheme each eligible employee will be entitled to claim leave and an annual payment for one ELC claim per year for up to three consecutive years.

Through 2016/17 Fujitsu has committed to setting up an Armed Forces community network to support with the transition from service to civilian work. Where ex-Service can buddy up with others who have already made the move and are now happy and thriving in 2nd and 3rd careers.

In November 2015, Fujitsu was proud to receive a Gold award at the Defence Employer Recognition Scheme Award, in national recognition of our commitment to Armed Forces and Reservists.

We now support other businesses who want to get involved in setting up their own Armed Forces Covenant and help them work towards a ERS award of their own.

"Having left the Military on a Medical Discharge, I'm truly appreciative of the pledge Fujitsu has made in supporting my transition back into the working environment. Fujitsu accommodated all my requirements, enabling me to make a smooth and trouble-free induction into the organisation. Fujitsu truly recognises individual skills and the adaptability the serviceman has to offer."

Jez Ryan, Fujitsu Project Leader (recruited through the CTP Assist)

Our Commitment to Transparency

Fujitsu as a corporation takes prevention of corruption most seriously, and our Defence team apply this to all export engagements and relationships. We are certified against BS 10500:2011 Specification for an Anti-Bribery and Corruption Management System. This certification, which is the first of its kind to be awarded by Bureau Veritas, demonstrates that we have adequate procedures in place to ensure that behaviours that would break the Bribery Act 2010 will be prevented.

Our stance has been recognised in the anticorruption index compiled by Transparency International UK (TI), who conduct a comprehensive analysis of major Defence companies from all over the world every two years, ranking them on their anti-corruption policies and systems. Transparency International UK is responsible for launching the Common Industry Standards in 2006, which led to the first Europewide set of standards to tackle the practice of bribery among defence companies.

Both times that this index has taken place, in 2013 and 2015, we ranked overall in band 'B' with an ability to demonstrate

'good evidence' of our ethics and anti-corruption policies. This placed us in the top 26 companies out of 163 ranked. We are pleased to maintain our ranking despite the 2015 index questions being up to 7% more demanding than previously. In particular, Fujitsu was named as a 'top scoring company' for the categories of company policies and codes, training, personnel and helplines (with publicly available information).

Following the 2015 survey, we have conducted a gap analysis against the TI questions in a drive to continually improve our anti-corruption policies and procedures.

In order to promote and implement the Fujitsu Way Code of Conduct and GBS, Fujitsu Group has established the Global Compliance Programme (GCP) and is working to maintain, review and improve its global structure for legal compliance. In April 2016, compliance representatives from overseas Group companies gathered at the Global Compliance Forum to share and discuss headquarters' policies concerning the execution of GCP. This forum is scheduled to be held once per year.



R&D and Innovation

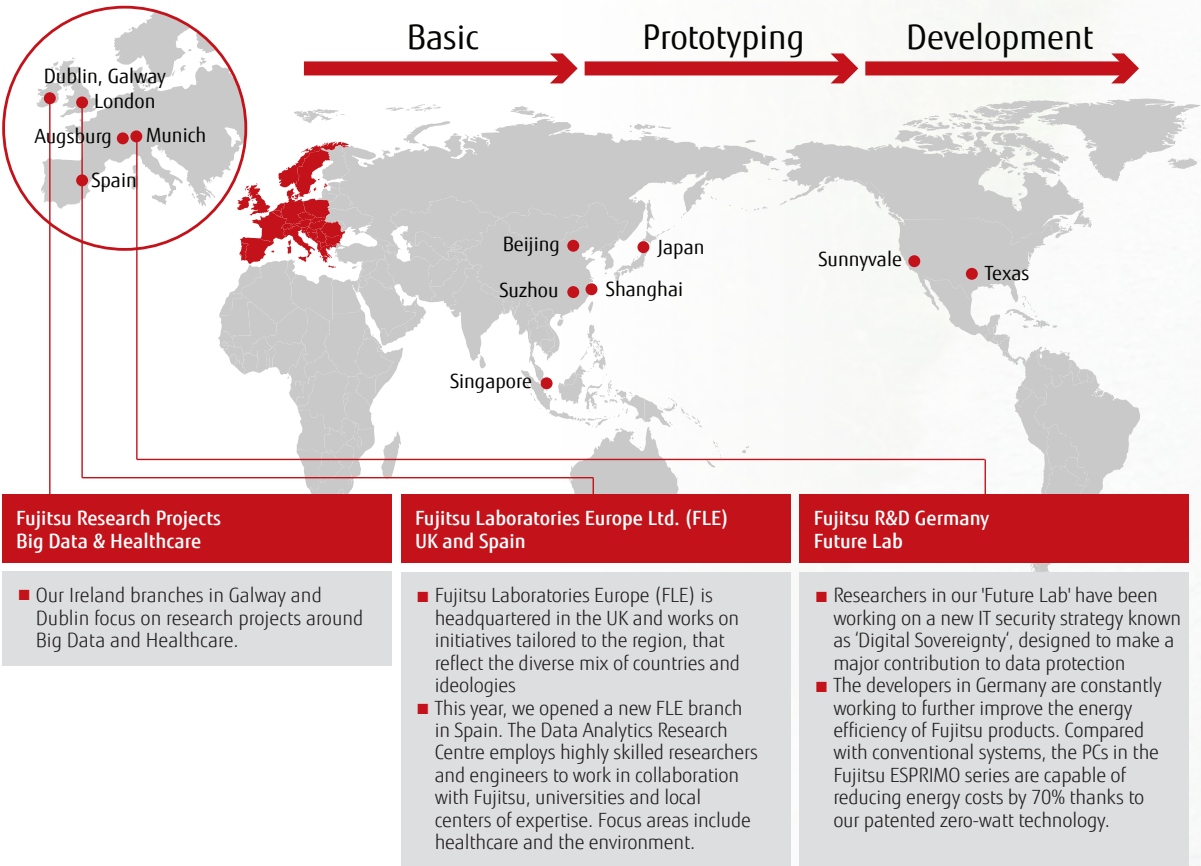
Fujitsu continues to invest in research and development by collaborating with Fujitsu Limited and with other associated companies either in the development process or in marketing the resulting innovations. The global R&D investment by Fujitsu Limited was 179.8 billion yen (£1.15 billion) for year ended 31st March 2016, and in the UK and Ireland Fujitsu invested £9.1m on R&D.

Fujitsu Laboratories Europe is headquartered in Hayes, Middlesex.

Technology also has an important role to play in ensuring our wellbeing as we grow older. The fragmentation of families and strain on local services mean that assistance from IT in the home will make a valuable contribution to keeping older people safe, well and independent. At Fujitsu in Ireland we're working on creating an intelligent home solution with embedded sensor systems that can monitor health and mobility. This will let people look after themselves much better, while also providing a real-time stream of data to carers and first responders.

Case Study: Sensing Technology and an Aging Population

According to the EU's 2015 Aging Report, expenditure on long-term health care is set to double by 2060. Clinically led research project 'Kiduku', sees Fujitsu laboratories in Ireland collaborate with data analytic specialists, pioneering sensor technology with big data analysis helping the elderly live well for longer in their own homes. Our technology finds previously unseen health issues, by analysing and connecting everyday events. From 2017 the technology will be implemented in homes and institutions to identify risks and provide support to medical practitioners.



Environmental Performance

As well as implementing energy saving solutions for our customers, Fujitsu is committed to the reduction of its own carbon footprint. In accordance with ISO 26000, Fujitsu has set detailed targets in the areas of sustainable resource use, biodiversity, climate change and waste reduction.

Fujitsu continue to work to exceed the standards of ISO 14001 and have made significant progress with long-term visionary objectives published in 2014, of which many extend through to 2025 and 2030. These visionary objectives are supported by shorter term targets in order to provide a measured route through to long term achievements. Over the year, the Environmental Committee has introduced further challenges in a number of key areas by increasing and extending the targets; for example the waste reduction has been increased from 32.3% to 40% reduction by 2020 with a further 5% stretch target to 2025.

Energy Use

Through proactive management, reduction campaigns and raising awareness, the Group's environmental programme has successfully reduced energy use by 26.6% since 2010, and by 15% over the last year. Fujitsu Services purchases its electricity as 99% renewable. We have had the Carbon Trust Standard for six years, a standard awarded to organisations that show an absolute carbon reduction year-on-year and can demonstrate good carbon management procedures. We continue to drive emission savings through efficiency programmes such as reducing energy intensity in offices, and tracking improvements in our Power Usage Effectiveness across all data centres, which also run on renewable energy.

Waste reduction

We are also driving a waste reduction and recycling campaign across our offices. Fujitsu is proud to have achieved a 100% recycling position as of 2016, meaning none of our waste goes to landfill. Against our ambitious waste reduction target we have so far achieved a 23.5% reduction since the base year of 2013.

As one of the world's leading IT companies Fujitsu are constantly looking to identify innovative ways to reduce their energy consumption and CO₂ emissions. A working group made up of Fujitsu Facilities Management and external consultants, along with their building management company GSH and their external specialist contractor Smart Controls Group looked at new technologies in the market which could deliver these reductions. The project goal was to achieve the reduction of 50% in energy consumption, equating to 144,540 kWh and therefore decreasing the CO₂ output by a huge 107 tons per year. This would be achieved by reducing fan speeds and by the installation variable speed drives (VSDs) which vary the output of the air handling units to meet daily requirements, rather than constantly operating at full capacity. Upon completion of the work in our Manchester office, readings from the systems showed that the energy savings target of 50% had not only been met, but surpassed - delivering savings of 66%. These reductions equate to monetary savings of over £20,000 and over 107 tons of CO₂ annually, with no negative environmental condition changes within the buildings. With payback times for the project of under 18 months, Fujitsu and GSH have asked Smart Controls Group to deliver the same upgrade to their Warrington offices and have requested energy surveys across their properties to identify whether these savings can be replicated, with the expectation of carrying out this work over the coming months.

Fujitsu Services	FY 2011/12	FY 2012/13	FY 2013/14	FY 2014/15	FY 2015/16	Percentage Change**	Percentage Change Y-o-Y
Total CO ₂ e(t) Excluding Rail	87,051	82,863	81,908	81,332	72,614	-22.3%	-10.72%
Energy CO ₂ e(t)	74,866	71,043	68,206	69,145	58,353	-26.6%	-15.61%
All Travel CO ₂ e(t) Excluding Rail	12,185	11,820	13,702	12,187	14,261	2.2%	17.02%
Electricity kWh	122,501,407	114,448,802	113,535,983	109,653,781	99,932,861	-22.5%	-8.87%
Renewable Energy	31	93	100	99	99	68.0%	0.00%
Gas kWh*	12,791,646	17,322,104	14,636,330	11,609,662	11,200,646	-29.4%	-3.52%

*Gas usage is for heating purposes only and is therefore dependent upon annual temperature variation.

**Percentage change from FY 2010/11 to FY 2015/16.

Community Investment and Development

At Fujitsu we define the Community pillar of our EMEA Responsible Business Programme as action enabled by Fujitsu which creates a specific and measurable benefit to communities and promotes social development. Across EMEA, we set four focus areas where we can have the most impact and which are most material to our stakeholders, including our employees and local communities. These core topics are Digital Inclusion, Social Innovation, Youth Employment and Volunteering to Support Society. Our UK and Ireland Community Map shows how we engage on our topic through local projects, partnership and initiatives. For detailed targets against each of these action areas, please see our website.





Digital Inclusion

Digital inclusion means enabling people who don't have access to the internet, or are unsure how to use it, to get online. Often those who rely most on government services are the least confident or lack access to technology and the internet. This is becoming an increasingly mutual area of cooperation where Fujitsu is helping to shape the future of public services together with our major customers and the Government. We have also worked in partnership with the Post Office to show hundreds of people how to get on the internet and benefit from online services. Together, we run events such as 'Get Online week' at local learning centres and 'Spring Online' at Post Office branches. These help to improve the digital and technical skills of people in our local communities.. The elderly are particularly vulnerable to digital exclusion, and a key audience for the programme.

In January 2016, 22 Fujitsu employees from the UK and Japanese offices visited the Royal College of Art (RCA) for a two-day hackathon. Masahiro Fujimoto, who leads Fujitsu's design team in the UK, initiated the project, which was managed by Kurosawa Yu and Ippei Takami at the RCA. The hackathon focused on developing and testing concepts for real-world, human-centric Internet of Things (IoT) products and services. Guest speaker Duncan Wilson, Intel Director at ICRI Sustainable Cities, was also invited to share his expert insights. Innovation Design Engineering (IDE) second-year students joined the Fujitsu employees in the hackathon. Together in teams of mixed specialisms and expertise they developed five working prototypes from scratch, addressing the sectors Fujitsu works within, from improving health and efficiency within the workplace, to educational and transportation concepts. The outcomes are currently undergoing further development and patenting by Fujitsu before being made public.

It is essential to continue to engage and enable young people to get involved in technology, to tackle the increasingly important STEM skills gap. Fujitsu sees itself as uniquely placed to inspire and teach these abilities through our highly-skilled workforce. In focusing on younger students, we can also address the sector-wide gender imbalance by encouraging girls to choose more STEM subjects at school and university. In our 3-year partnership with Ercall Wood Technology Academy, Fujitsu offered coding workshops to all Year 7 pupils to help promote IT. Fujitsu also put in place an employee to meet with the school's Computer Science Club once a week to provide support on various technology and innovation activities the club is exploring. From developing a weather station programme to other robotics related packages, the pupils are expanding their knowledge and awareness of the digital age and sharing their ideas with their Fujitsu partner.

"At Fujitsu, we believe passionately in the value of respecting difference in an inclusive environment, which is something that we promote throughout our company. We see Digital Pride as a fantastic opportunity to reach out to LGBTQI people around the world, who might not enjoy the same levels of tolerance and freedom that we do."

Martin York, Chair of Shine (UK and Ireland, Fujitsu)
LGBT+ employee network



A core part of our Digital Inclusion work is with our charity partner. Charities often identify a skills gap within their organisation with regards to digital capacities, and a huge part of Fujitsu's selection process is understanding whether and how we can make a transformational change to that charity through digital. This uses our own skills in the best way, and tackles an increasingly evident digital solutions gap in the third sector. For more information, please see our Charity Partnerships section.

Digital Pride

Fujitsu was proud to support the first ever Digital Pride. This week-long celebration of LGBTQI communities worldwide was intended to act as an online equivalent to engage people in locations where physical Pride events do not – or cannot – take place. Fujitsu hosted and recorded a global video conference on the theme of Identity and Belonging, featuring panellists based in Finland, India, Japan and the UK. Stephen Dixon (news broadcaster, Sky News) anchored the panel which included Ruth Hunt (Chief Executive, Stonewall), Kate Russell (technology reporter and author, presenter of BBC Click) and Laxmi Tripathi (Hindi actor and Bharatanatyam dancer, transgender rights activist).

Charity Partnerships

Our first charity partnership, with Shelter from 2012-2014, showed how this type of long-term and strategic engagement can make a transformational change for charities and boost employee engagement. At the end of the partnership, our total contribution to Shelter was worth £1.2m, and we had implemented a modernised ICT solution in 103 charity stores across the UK to generate a 13% Gift Aid increase. This results in a net cash contribution of £400,000 over four years, and Fujitsu's involvement will directly enable over 37,000 more families to find and keep a home.

In 2014, Fujitsu employees voted in Action for Children as its charity partner. Action for Children's operational mission is to break the cycle of child deprivation, by challenging injustice and empowering children to overcome the obstacles in their lives that hold them back. They tailor their work to local circumstances, and together, in partnership, we made a real impact on the lives of the families they support. Following our partnership goals in the joint strategy, Fujitsu and Action for Children have worked together to help modernise the charities' infrastructure, raise vital funds and awareness, and share business expertise. Core to this is a Digital Case File project which sees all of the charity's physical case files digitised. This vastly improves access, sharing and security of this critical information – thereby allowing Action for Children employees to better serve people in need. Part of the ongoing partnership between Fujitsu and Action for Children, the project began in February 2016 and is set to be completed in early 2017. The Digital Case File project will be accessible from a link within the existing AFC Case Management system called eAspire. It will ultimately provide a platform for the management and access of all digital case files, allowing case workers to manage documents more easily: creating, updating, downloading for a visit as needed. Over £320,000 has been raised toward the charity to date. This includes over 1,400 employee hours spent volunteering, and hundreds of employee hours spent delivering key ICT, Marketing and HR services.

Additionally, almost £100,000 has been raised in cash from events such as a CEO sleep out, Ride London, Marathons cake sales and various other activities which helped us achieve our £200,000 partnership target well before the end of the two years. To help celebrate the one year anniversary we organised an annual 5K fundraiser, aimed at bringing together our employees to run, jog, walk hop or even do it 3-legged. The event saw over 600 participants taking part over 4 locations and £40,000 raised.

As we draw a close to the two-year partnership with Action for Children, we can not only look back on two years of fantastic engagement, volunteering, and joint innovation, but also look forward to the lasting positive impact that our digital transformation will have on the charity. Over the summer of 2016, Fujitsu launched the application process to find our next two-year partner, focusing on where our key skills as a technology company could again be a game-changer for a UK charity. After putting the top five charities to employee vote, we are delighted to announce Macmillan as our new charity partner with the official launch in November 2016. Macmillan provides practical, medical and financial support for those affected by cancer, and pushes for better cancer care across the UK. We are excited about working with them over the next two years, using our digital solutions and know-how to enhance their important work, while leveraging wide employee support to achieve our fundraising targets.

Fujitsu Ireland recently launched the search for their first Charity Partner, as voted for by employees, from a shortlist of five charities. The partnership runs from December 2016 for two years.



Business in the Community

Fujitsu uses the comprehensive benchmark of BITC's CR Index to measure ourselves against best practice and other large UK organisations who also enter the CR Index annually. The Index was launched in 2002 and has since become the UK's leading benchmark of responsible businesses. We are proud to have achieved an Index score of 98%, meaning 4.5 stars out of a possible five and placing us in the top six organisations to enter.

Business Connectors

As part of our close relationship with BITC, Fujitsu has been proud to pioneer the BITC Business Connectors programme, which seeks to place high-performing employees in communities of greatest need to build partnerships that tackle local issues. We have seconded nine business connectors in total to different communities around the UK. These connectors bring a wealth of skills and experience back into the business after their secondment, and leave a legacy of successful business, government and community partnerships in the community they were operating in.

Ireland's Business Working Responsibly Mark

Fujitsu Ireland is proud to hold the BITC Working Responsibly Mark, Ireland's only certification for responsible and sustainable business practices, aligned to ISO 26000. This involved answering a comprehensive questionnaire and an audit from the National Standards Authority of Ireland, before official accreditation. Fujitsu is preparing for reaccreditation in 2017.

School Partnerships

Fujitsu has a long-term relationship with the Vyne School in Basingstoke, as part of the 'Business Class Programme' arranged by BITC. The aim is to nurture young people who face social disadvantage by improving life skills and providing a better understanding of industry, specifically within the science, technology, engineering and maths areas. In addition to mentoring pupils, Fujitsu volunteers provide direct support and coaching to teaching staff within the school to help them drive forward their own mission statement and



goals. The Vyne School partnership offers a chance for Fujitsu to promote our values in the local community and benefit hundreds of young people, while building the confidence of our own employees. Fujitsu volunteers report that 91% feel proud to work at Fujitsu and be part of the partnership. Following a nomination by the school, Fujitsu won the Skillstree Business Supporting Education award, and also was shortlisted for the prestigious Business in the Community School Partnership Award 2015.

Fujitsu also initiated the Business Class Programme with Ercall Wood Technology Academy in July 2014, delivering a number of activities that supported various education departments. We started with 'World of Work' activities, involving career days, mock interviews and apprenticeship awareness events with Fujitsu's own apprentices. We encouraged students to get inspired and creative with a 'Dragons' Den' event looking at energy-saving ideas for the school, and providing Fujitsu mentors for the Young Enterprise Business Mentorship scheme.

Children in Need

Children in Need helps support and protect disadvantaged children and young people in the UK. Fujitsu supports the cause corporately each year, with over £26,000 contributed in 2015. Support of the charity has been met with a fantastic response from employees, who come together to raise money through activities. Every year, in addition to fundraising, we supply the call centre for the televised BBC Children in Need event with 200 Fujitsu employees volunteering and taking donations throughout the night.

Fujitsu's Employee Volunteering

Through our regional Impact on Society (IOS) groups, employees can support their local community by sharing their time, energy and talents through volunteering, and request Fujitsu funding to support charitable activities. From January to October 2016, our employees have invested nearly 4,000 hours on Impact in Society supported volunteering activities for charities of their choice.





BITC's Responsible Business of the Year 2015-2016

In July 2015 Fujitsu was awarded the Business in the Community Responsible Business of the Year Award at the Award Gala held at the Royal Albert Hall in London – a highlight in our 50 year UK history. In July 2016, we handed over the baton of Responsible Business of the Year to the next deserving winner in the BITC Award Ceremony that we hosted at the O2 Arena in London. We hope in receiving this prestigious award that we have evidenced how we place responsibility at the heart of everything we do. Our win was attributed to our history of collaboration, creating conditions for long term sustainable change, challenging industry norms and investing in R&D to develop innovations to respond to some of the world's biggest challenges.

At Fujitsu, it is important that we involve everyone, and take our stakeholders on our journey with us, from increasing the number of customer meetings focused on Responsible Business, to having our winning planter on our fleet of engineering vans. From the onset, a particular group we were keen to take on our journey with us was future business leaders. Duncan Tait, Fujitsu's Head of EMEA, launched the Fujitsu and BITC future leader poll during BITC's Annual General Meeting, convening over 450 leaders.

The future leaders' poll was designed to gather the views of young professional aged under 25 – the people who will become the next generation of business leaders, whose thoughts and experiences of business today, will alter the path of businesses tomorrow. An overwhelming 92% of respondents said that this was important to them, while 61% also said they considered their employer's ethical approach before applying, and 49% had been asked about their own ethics during recruitment.

For the first year in the awards history young business leaders also played a vital part in identifying award winners, by sitting on the judging panels and contributing their own views on exceptional practice. As well as this, 350 young professionals under the age of 25, both national and international, were brought together in BITC's first Future Leaders Summit. All had been identified by their employer as a potential future business leader. Fujitsu also enabled BITC to offer every company attending the Gala event the opportunity to bring with them ten future leaders from their own workplace, to join both the Summit and main Gala event. This was the first time so many young people have been invited to sit among such an influential audience of business leaders and VIPs in the context of responsible business.

What the judges said

"Fujitsu effectively influences others to collaborate and create the conditions for long-term sustainable change; has exceptional sector leadership and reach within and beyond its own sector and can help build the wider movement of responsible business. Sustainability is absolutely embedded into Fujitsu's strategy, and it uses and will continue to use its approach to influence customers and supply chains across sectors. There is an enormous opportunity to broaden the movement in particular how to use technology as a force for good, for which they are already making strides in."



92% of Future Leaders say Responsible Business is important to them as potential investors

61%

of Future Leaders considered their Employers Responsible Business Approach before applying for a role



Innovation Zone and the Megatrends

Another focus of the summit and the award ceremony was the global megatrends. IT has the power to help solve large global challenges, but it cannot do it by itself. Only with the right partnerships and the right approach can we together build a safer, more prosperous and sustainable place to live and work. As the world population grows, we are seeing significant challenges in the areas of resource management, food supply, healthcare, water and energy transport management, resource management, disaster mitigation and protecting our environment. All organisations across all sectors will be affected by the big changes that we face nationally and globally. They have the ability to reshape the way organisations think and operate. These implications are addressed in our first group of thought leadership papers on the megatrends that are reshaping business and society and highlights the role that Fujitsu is already taking in responding to these challenges. At the Award Gala, we created an 'innovation zone' which addressed four key themes – population growth, aging population, scarce resources and climate change. These resonate strongly with attendees and enable us to show how digital innovation can address some of society's greatest challenges. For more information, including thought leadership, please see the megatrends report on our website.

Bringing other companies on board

As a Japanese oriented company, we also saw a great opportunity to try and raise the awareness of the significant impact that businesses can have on local communities with other Japanese oriented companies. Ichiro Ohama, Assistant Head, EMIEA Region hosted a Seeing is Believing (SIB) event with BITC, bringing together senior leaders from other Japanese companies in the UK to enable them to gain first hand insight into pressing social and environmental issues. The focus of the event was enterprise and employment. The day took us to the Impact Hub Kings Cross, a social enterprise community centre, The Passage, London's largest voluntary sector resource centre for homeless and vulnerable people and the House of Lords. Our SIB attendees were also invited to join us at the gala event. We hope as BITC's winner that we have succeeded in bringing more young professionals into this movement, and that we have made business leaders both of today and tomorrow, understand and embrace the impact megatrends will have on us all. We are excited to continue our journey to engage, inspire and collaborate with others on corporate responsibility.



GRI Index

General Standard Disclosures			
Standard Disclosures		Report Content	Page No.
Strategy and Analysis			
G4-1	<p>a. Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organisation causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers, people or organisations in local communities). The statement should include:</p> <ul style="list-style-type: none"> ■ Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognised standards and how such standards relate to long term organisational strategy and success ■ Broader trends (such as macroeconomic or political) affecting the organisation and influencing sustainability priorities ■ Key events, achievements, and failures during the reporting period ■ Views on performance with respect to targets ■ Outlook on the organisation's main challenges and targets for the next year and goals for the coming 3–5 years ■ Other items pertaining to the organisation's strategic approach. 	<ul style="list-style-type: none"> ■ Introduction 	2-3
Organisational Profile			
G4-3	a. Report the name of the organisation	<ul style="list-style-type: none"> ■ Title page 	1
G4-4	a. Report the primary brands, products, and services	<ul style="list-style-type: none"> ■ Executive Summary 	4-5
G4-5	a. Report the location of the organisation's headquarters	<ul style="list-style-type: none"> ■ Executive Summary 	4-5
G4-6	a. Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	<ul style="list-style-type: none"> ■ Executive Summary 	4-5
G4-7	a. Report the nature of ownership and legal form	<ul style="list-style-type: none"> ■ Executive Summary 	--
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	<ul style="list-style-type: none"> ■ Executive Summary 	4-5
G4-9	<p>a. Report the scale of the organisation, including:</p> <ul style="list-style-type: none"> ■ Total number of employees ■ Total number of operations ■ Net sales (for private sector organisations) or net revenues (for public sector organisations) ■ Total capitalisation broken down in terms of debt and equity (for private sector organisations) ■ Quantity of products or services provided. 	<ul style="list-style-type: none"> ■ Executive Summary ■ Our People ■ GDP and taxes ■ FSL Annual Report (Statutory Accounts) 	4-5, 8, 18
G4-10	<p>a. Report the total number of employees by employment contract and gender</p> <p>b. Report the total number of permanent employees by employment type and gender</p> <p>c. Report the total workforce by employees and supervised workers and by gender</p> <p>d. Report the total workforce by region and gender</p> <p>e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p>	<ul style="list-style-type: none"> ■ Our People ■ Diversity & Inclusion 	8, 10-13
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements	<ul style="list-style-type: none"> ■ Fujitsu Global CSR Report ■ Creating Good Working Conditions ■ Labour Relations 	18-21
G4-12	a. Describe the organisation's supply chain	<ul style="list-style-type: none"> ■ Supply Chain 	--

General Standard Disclosures

Standard Disclosures		Report Content	Page No.
G4-13	<p>a. Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> ■ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions ■ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) ■ Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination. 	■ Supply Chain	18-21
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organisation	■ Responsible Business	7
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	■ Executive Summary	4-5
G4-16	<p>a. List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:</p> <ul style="list-style-type: none"> ■ Holds a position on the governance body ■ Participates in projects or committees ■ Provides substantive funding beyond routine membership dues ■ Views membership as strategic. <p>This refers primarily to memberships maintained at the organisational level.</p>	<ul style="list-style-type: none"> ■ Fujitsu Global CSR Report ■ UN Global Compact 	--
Identified Material Aspects and Boundaries			
G4-17	<p>a. List all entities included in the organisation's consolidated financial statements or equivalent documents</p> <p>b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.</p> <p>The organisation can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.</p>	■ FSL Annual Report (Statutory Accounts)	
G4-18	<p>a. Explain the process for defining the report content and the Aspect Boundaries</p> <p>b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content</p>	■ Materiality	6
G4-19	a. List all the material Aspects identified in the process for defining report content	■ Materiality	6
G4-20	<p>a. For each material Aspect, report the Aspect Boundary within the organisation, as follows:</p> <ul style="list-style-type: none"> ■ Report whether the Aspect is material within the organisation ■ If the Aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> ■ The list of entities or groups of entities included in G4-17 for which the Aspect is not material or ■ The list of entities or groups of entities included in G4-17 for which the Aspects is material ■ Report any specific limitation regarding the Aspect Boundary within the organisation. 	■ Materiality	6
G4-21	<p>a. For each material Aspect, report the Aspect Boundary outside the organisation, as follows:</p> <ul style="list-style-type: none"> ■ Report whether the Aspect is material outside of the organisation ■ If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified ■ Report any specific limitation regarding the Aspect Boundary outside the organisation 	■ Materiality	6
G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	■ Materiality	6
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	■ Materiality	6
Stakeholder Engagement			
G4-24	a. Provide a list of stakeholder groups engaged by the organisation.	<ul style="list-style-type: none"> ■ Materiality ■ Diversity and Inclusion ■ Community Investment and Development 	6, 10-13, 36-41

General Standard Disclosures

Standard Disclosures		Report Content	Page No.
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage	<ul style="list-style-type: none"> Materiality Diversity and Inclusion Community Investment and Development 	6, 10-13
G4-26	a. Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<ul style="list-style-type: none"> Materiality Diversity and Inclusion Community Investment and Development 	6, 10-13, 36-41
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	<ul style="list-style-type: none"> Materiality Diversity and Inclusion Community Investment and Development 	6, 10-13, 36-41
Report Profile			
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided	<ul style="list-style-type: none"> Executive Summary 	4- 5
G4-29	a. Date of most recent previous report (if any)	<ul style="list-style-type: none"> Introduction 	3
G4-30	a. Reporting cycle (such as annual, biennial)	<ul style="list-style-type: none"> Introduction 	3-4
G4-31	a. Provide the contact point for questions regarding the report or its contents	<ul style="list-style-type: none"> End page 	--
G4-32	a. Report the 'in accordance' option the organisation has chosen b. Report the GRI Content Index for the chosen option c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	<ul style="list-style-type: none"> GRI Index 	42-47
G4-33	a. Report the organisation's policy and current practice with regard to seeking external assurance for the report b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided c. Report the relationship between the organisation and the assurance providers d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	<ul style="list-style-type: none"> Environment 	35
Governance			
G4-34	a. Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	<ul style="list-style-type: none"> Responsible Business Materiality 	6-7
Ethics and Integrity			
G4-56	a. Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	<ul style="list-style-type: none"> Responsible Business 	7

Specific Standard Disclosures			
Standard Disclosures		Report Content	Page No.
Category: Economic			
Aspect: Economic Performance			
G4-DMA	Generic Disclosures on Management Approach	■ Materiality	6
G4-EC1	Direct economic value generated and distributed	■ Impact on Society (GDP and Taxes)	18
Aspect: Indirect Economic Impacts			
G4-DMA	Generic Disclosures on Management Approach	■ Materiality	6
G4-EC7	Development and impact of infrastructure investments and services supported	■ Executive Summary ■ Our People ■ Supply Chain ■ Community Investment and Development	4-5, 8, 18-20, 36-39
G4-EC8	Significant indirect economic impacts, including the extent of impacts	■ Executive Summary ■ Our People ■ Supply Chain ■ Community Investment and Development	4-5, 8, 18-20, 36-39
Aspect: Procurement Practices			
G4-DMA	Generic Disclosures on Management Approach	■ Materiality ■ Supply Chain	6, 18-20
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	■ Materiality ■ Supply Chain	6, 18-20
Category: Environmental			
Aspect: Materials			
G4-DMA	Generic Disclosures on Management Approach	■ Environmental Performance	35
G4-EN2	Percentage of materials used that are recycled input materials	■ Environmental Performance	35
Aspect: Energy			
G4-DMA	Generic Disclosures on Management Approach	■ Environmental Performance	35
G4-EN3	Energy consumption within the organisation	■ Environmental Performance	35
G4-EN5	Energy intensity	■ Environmental Performance	35
G4-EN6	Reduction of energy consumption	■ Environmental Performance	35
G4-EN7	Reductions in energy requirements of products and services	■ Environmental Performance	35
Aspect: Biodiversity			
G4-DMA	Generic Disclosures on Management Approach	■ Environmental Performance	35
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	■ Environmental Performance	35
G4-EN13	Habitats protected or restored	■ Environmental Performance	35
Aspect: Emissions			
G4-DMA	Generic Disclosures on Management Approach	■ Environmental Performance	35
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	■ Environmental Performance	35
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	■ Environmental Performance	35
G4-EN19	Reduction of greenhouse gas (GHG) emissions	■ Environmental Performance	35
Aspect: Effluents and Waste			
G4-DMA	Generic Disclosures on Management Approach	■ Environmental Performance	35
G4-EN23	Total weight of waste by type and disposal method	■ Environmental Performance	35
Aspect: Products and Services			
G4-DMA	Generic Disclosures on Management Approach	■ Full Lifecycle in Europe ■ Environmental Performance	--
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	■ Full Lifecycle in Europe ■ Environmental Performance	--

Specific Standard Disclosures			
Standard Disclosures		Report Content	Page No.
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	<ul style="list-style-type: none"> Full Lifecycle in Europe Environmental Performance 	--
Aspect: Transport			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Full Lifecycle in Europe Environmental Performance 	--
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	<ul style="list-style-type: none"> Full Lifecycle in Europe Environmental Performance 	--
Aspect: Supplier Environmental Assessment			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Environmental Performance 	35
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Environmental Performance 	35
Category: Social			
Sub-Category: Labour Practices and Decent Work			
Aspect: Employment			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Materiality Our People 	6, 8
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<ul style="list-style-type: none"> Materiality Our People 	6, 8
Aspect: Occupational Health and Safety			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Materiality Health and Safety Lifecycle in Europe 	6, 14, 21
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on Occupational Health and Safety programmes	<ul style="list-style-type: none"> Materiality Health and Safety Lifecycle in Europe 	6, 14, 21
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<ul style="list-style-type: none"> Materiality Health and Safety Lifecycle in Europe 	6, 14, 21
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	<ul style="list-style-type: none"> Materiality Health and Safety Lifecycle in Europe" 	6, 14, 21
G4-LA8	Health and Safety topics covered in formal agreements with trade unions	<ul style="list-style-type: none"> Materiality Health and Safety Lifecycle in Europe 	6, 14, 21
Aspect: Training and Education			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Learning and Development 	16
G4-LA9	Average hours of training per year per employee by gender, and by employee category	<ul style="list-style-type: none"> Learning and Development 	16
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<ul style="list-style-type: none"> Learning and Development 	16
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	<ul style="list-style-type: none"> Learning and Development Diversity and Inclusion 	10-13, 16
Aspect: Diversity and Equal Opportunity			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Diversity and Inclusion 	10-13
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<ul style="list-style-type: none"> Diversity and Inclusion 	10-13
Aspect: Supplier Assessment For Labour Practices			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Supply Chain Human Rights 	18-22
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	<ul style="list-style-type: none"> Supply Chain Human Rights 	18-22
Sub-Category: Human Rights			
Aspect: Investment			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Human Rights 	22
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	<ul style="list-style-type: none"> Human Rights 	22

Specific Standard Disclosures

Standard Disclosures		Report Content	Page No.
Aspect: Freedom of Association and Collective Bargaining			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Fujitsu Global CSR Report Creating Good Working Conditions "Labour Relations" 	--
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	<ul style="list-style-type: none"> Fujitsu Global CSR Report Creating Good Working Conditions "Labour Relations" 	--
Aspect: Child Labour			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Human Rights Supply Chain Modern Slavery 	18-22
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	<ul style="list-style-type: none"> Human Rights Supply Chain Modern Slavery 	18-22
Aspect: Forced Or Compulsory Labour			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Supply Chain Modern Slavery Human Rights 	18-22
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	<ul style="list-style-type: none"> Supply Chain Modern Slavery Human Rights 	18-22
Aspect: Assessment			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Human Rights 	22
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> Human Rights 	22
Aspect: Supplier Human Rights Assessment			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Supply Chain Modern Slavery Human Rights 	18-22
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	<ul style="list-style-type: none"> Supply Chain Modern Slavery Human Rights 	18-22
Sub-Category: Society			
Aspect: Local Communities			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Community Investment and Development 	36-39
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> Community Investment and Development 	36-39
Aspect: Anti-Corruption			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Our Commitment to Transparency 	33
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<ul style="list-style-type: none"> Our Commitment to Transparency Global CSR Report Activities Promoting Compliance 	33
G4-S04	Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> Our Commitment to Transparency Global CSR Report Activities Promoting Compliance 	33
Sub-Category: Product Responsibility			
Aspect: Customer Privacy			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> Materiality Data Security 	6, 23
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> Data Security 	23

FUJITSU

Tel: +44 (0) 1235 79 7711

E-mail: askfujitsu@uk.fujitsu.com

Website: uk.fujitsu.com

Ref: 3453

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