

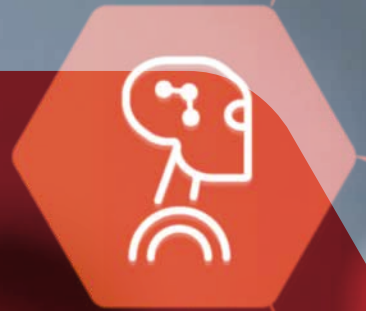


Committed to Defence & National Security

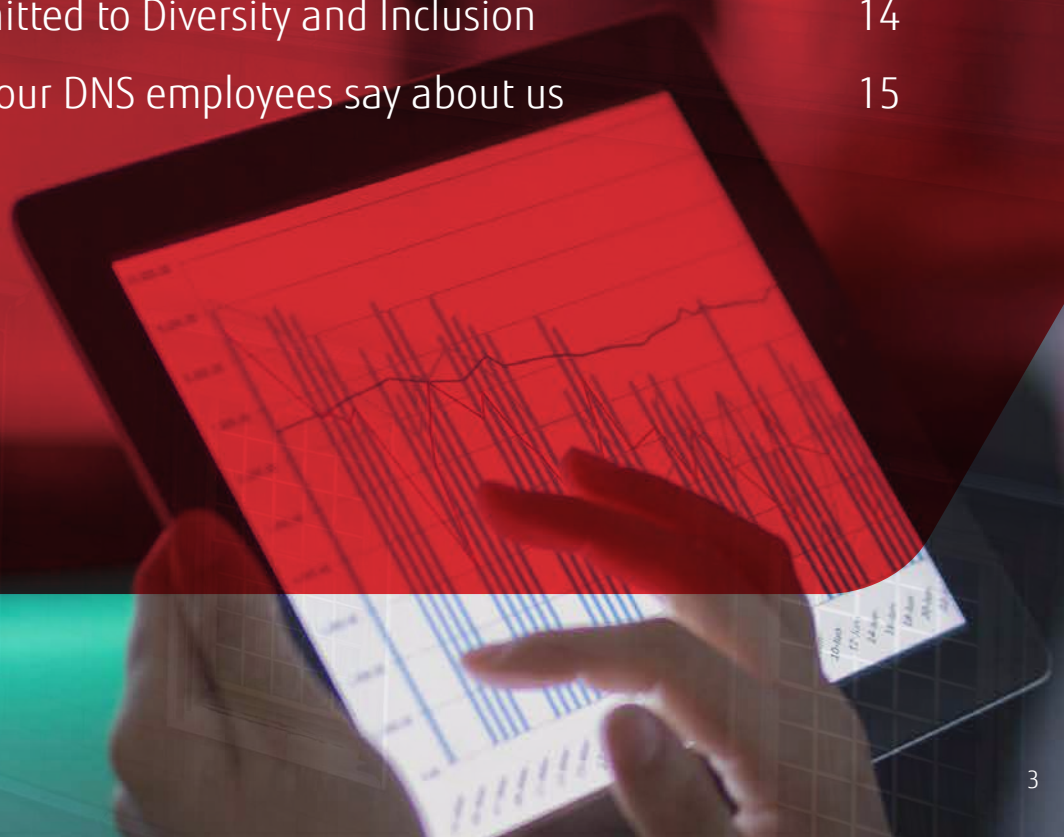


shaping tomorrow with you





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Committed to Digital Transformation

Digital transformation has become a business priority as organisations seek to secure their future. By streamlining and improving existing processes; transforming user experiences; and deploying new products and services, organisations worldwide are driving efficiency and increasing agility as they try to stay ahead of their competition. At Fujitsu, we are committed to helping customers realise their digital ambitions. But the complexities of the Digital age mean that the effective integration of new technologies with existing systems and information is a significant challenge. How can you ensure the data from your legacy systems and new cloud-based services can be accessed through your standard devices? And will this data generate coherent information that is available whenever and wherever it is needed?

For most, digital transformation means building new digital capabilities; evolving and modernising existing systems; or a combination of both. But to realise its full potential, and to be truly digital, an organisation must be digitally enabled end-to-end, by building new digital front-end experiences, and seamlessly connecting these to the back-end systems and infrastructure that enable them. It's only through the effective creation of this single information environment that an organisation will realise its digital ambition.

Committed to Enabling *Your* Information Advantage

Never before has information been such a key enabler and effector in securing operational advantage. Fujitsu's vision is to provide our customers with the means to better understand, decide and act upon an ever-increasing pool of data. Transforming this into useful information through analytics, automation and genuine Artificial Intelligence is critical to achieving this goal, but delivery is also entirely dependent upon the provision of an integrated, resilient and secure network extending end-to-end across the enterprise. We are committed to working closely with our customers and using co-creation as the vehicle to deliver the best possible value. We seek to enhance capability both through the acceleration of existing processes, and also through the delivery of truly new capabilities and ways of working.



Why Fujitsu?

For over 50 years we have innovated with the MOD, government departments and intelligence communities, co-creating new technologies and capabilities. As a result, Fujitsu has around 4,000 security cleared staff and the experience to deliver and manage both generic industry offerings and those tailored to specialist needs at OFFICIAL, SECRET and ABOVE SECRET classifications.

Fujitsu's Vision for the Digital Age

AI & Analytics

Innovating business processes and operations through the use of Artificial Intelligence and other advanced analytics technologies is becoming a top priority for organisations striving for an information advantage. With such a huge volume and variety of data available for analysis, knowing what sources to interrogate and how to process the data quickly and accurately is a critical challenge for decision makers. This is especially true of military organisations and intelligence functions who rely on data feeds and information to function effectively. Today, Fujitsu is leading the way in its adoption of Artificial Intelligence and quantum-inspired computing. Our unique, highly agile approach to analytics allows organisations to interrogate and analyse huge volumes of data from different sources in a fraction of the time, compared to traditional, manual techniques and processes.

Cloud

As more and more technology products and services are becoming cloud capable, organisations are striving to adapt their security and privacy policies to be compatible with the cloud. Combined with organisations demanding more flexible, easy-to-consume technologies means that cloud is becoming the default for infrastructure services. To satisfy this expectation, Fujitsu has developed a comprehensive portfolio of multi-cloud services and solution including the Fujitsu Secure Cloud for high security environments. This gives customers the ability to flex and adapt to the changing capabilities of different cloud environments and the changing security landscape. Through our long-standing global relationships with industry-leading technology partners, Fujitsu has developed a portfolio of services to provide our customers with a personalised, flexible, multi-cloud solution covering all security classifications.

Digital Enablement

Digital transformation has become a business priority as organisations seek to secure their future. For the Defence & National Security sector, Fujitsu enables robust end-to-end digital modernisation that balances the drive for innovation with the need for business continuity, building the best solutions for today. All this is underpinned by a flexible, pragmatic and evolutionary approach to digital modernisation. One that supports customers throughout their digital journey – from launching or improving a single service, to delivering multiple solutions that, together, achieve enterprise-scale transformation.

Secure Networks

Providing your stakeholders with highly secure yet flexible access to the vital information they require to work effectively is an absolute necessity for the Defence and National Security sector. As the provider of the Global Connectivity Service to the UK Ministry of Defence, Fujitsu is at the forefront in providing high-speed secure network connectivity and integration solutions. Our highly secure network solutions integrate both people and technology with the very best and latest set of COTS technologies from industry-leading suppliers with whom we partner to ensure we provide the most optimal and cost-effective secure network solution. Flexibility and agility are in-built, providing ease and speed of change to meet operational requirements, and to exploit future advances in technology. The latest security technologies are deployed to allow constant, real-time tracking and monitoring of the entire network, ensuring rapid response and exploitation of service incidents, when required.

Hardware

Deployed and Maritime operations often expose your IT resources to some of the most extreme environments on the planet. But the process of tempering and ruggedizing all of your IT equipment to make it suitable for such extremes is an expensive and time-consuming process, often using outdated technology. While this process is often necessary, it is not always required, and a more flexible pragmatic solution can realise significant savings. Fujitsu understands this requirement intimately. Working with our own hardware and an established network of trusted, specialist suppliers we ensure we deliver the right hardware solution for the environment in which it will be operated. Our broad range of technology solutions are trusted by Defence & National Security services around the world. We deliver reliable, trusted, innovative solutions that support domestic and deployed IT installations in some of the most challenging environmental conditions on the planet.

Committed to Research and Development

Working closely with our customers, Fujitsu has been delivering innovative solutions to improve people's lives for over 80 years. Fujitsu Laboratories was established in 1968 as an organisation separate from Fujitsu Limited to conduct top-level technological development in a free environment for researchers. Today, the world is changing at unprecedented high speed, and the role of IT is changing drastically too. Fujitsu Laboratories mission is to promote the research and development of cutting edge technologies for solving societal problems based on the prediction of future and world trends.

In order to solve diversified societal problems around the world, Fujitsu Laboratories are driving global open innovation with universities, research institutions and companies, combining the world's outstanding insights and ideas with our technology and experiences. Inheriting the Fujitsu DNA of researcher spirit – the driving force for innovation will continue making efforts to open new possibilities.



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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,
Admiral, Army Sailing Association*

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Our commitment to the Armed Forces



Fujitsu Defence & Security's commitment to supporting the Armed Forces is clear, as shown by their well deserved Gold Award in the Defence Employer Recognition Scheme. As part of that, its long standing partnership with SSAFA is one of which we are very proud. Over the last decade, Fujitsu have supported SSAFA extremely generously both by sponsoring our events and also through employee fundraising, raising well over £332,000 in the process that has allowed SSAFA to alleviate suffering and hardship amongst serving personnel, veterans and families. We are very grateful for Fujitsu's outstanding contribution to SSAFA, the Armed Forces charity and we value our relationship with Fujitsu enormously.

*Lieutenant General Sir Andrew Gregory KBE CB
Controller/Chief Executive, SSAFA the Armed Forces charity*



Armed Forces Covenant • SSAFA • UK Armed Forces Rugby
Royal Navy Hockey • Royal Navy Rugby League
Army Football • Army Sailing Association
Army Squash • Royal Air Force Cricket

Tier 1 Sponsors of the RAF100 Celebrations

- To inspire around STEM subjects and enable a change of mind set and ambition, whilst demonstrating Fujitsu capabilities. To create an interactive experience, using technology that was leading edge and exciting; to surprise the audience by demonstrating innovation.
- To reach groupings who have traditionally been underrepresented in conversations about technology, engineering and aerospace. Including women, BAME and young people.
- This virtual air tower was taken on tour alongside the RAF at two of their national aircraft tours across the country with over 15,000 participants taking part in the air show.



Committed to Veterans, Reservists and Service Leaver Recruitment

Our extensive experience working within Defence and National Security has enabled us to recognise the significant contribution that veterans and reserve personnel bring to the commercial sector. For many years, Fujitsu has helped Service leavers to transition from military to civilian life, providing the opportunity for veterans to develop rewarding careers within our organisation. Working closely with Career Transition Partnership (CTP) and CTP Assist, we:



Widely promote
our vacancies to
the Service leaver
community



Facilitate a
recruitment process
that recognises
Armed Forces skills
and qualifications



Create a strong
pipeline of
opportunity and
talent that benefits
both veterans and our
organisation.



“

The movement of going from a soldier to now working in the business community has been pleasantly surprising, and facilitated really well by the people here at Fujitsu. They have been nothing but helpful and have made this process so much easier for me, stepping into the business world.

*Grant Carnegie, Project Manager,
Defence and National Security, Fujitsu*

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We have formally introduced a wide number of policies to better support veterans and their families, including the **Enhanced Learning Credits Administration Scheme (ELCAS)**. The scheme is designed to assist service personnel with training that will enhance their current or future career prospects. Eligible employees are entitled to several benefits, including being able to obtain leave for one ELC claim per academic year for up to three consecutive years.

We also recognise how valuable and integral reservists are to both the UK Armed Forces and our organisation. As a result we have developed a comprehensive policy to provide commitment and support for employees who are volunteer or regular reserves. We provide a flexible environment where reservists are given leave to attend training events and be mobilised for reservist duties as required. This support also extends to their spouses and family. Our long-standing affiliation with the **British Armed Forces** has also allowed us to recognise that Service leavers are exactly the type of intelligent, talented people that we need to join our organisation. These highly trained, incredibly skilled people are keen to build upon the knowledge gained throughout their Services career. They can contribute a wealth of transferable skills, leadership and life experiences that can benefit the individual, business and wider community alike.

So, at Fujitsu, we're enhancing their employability through a range of activities that will ultimately make them better employees. Not only is our working environment and customer familiar to Service leavers, but we also know that they are incredibly driven individuals with a desire to develop their careers further. Today, 15% of Fujitsu's 4,000 security cleared staff who work in our Defence & National Security business originate from a Services background. They fulfil a wide variety of roles from Project Management, Security Architects and Customer Solution Architects, to 1st, 2nd and 3rd Line support roles, Service Engineers and Test Analysts.

Military Transition and Talent Programme (MTTP)

MTTP delegates will be offered a two-year fixed-term contract to undertake a supported project management role in the Defence and National Security (DNS) Business Unit. The individual will be given a Project Management position, but will also receive additional levels of mentoring and coaching to enable any identified skills gaps to be bridged by qualified and experienced personnel from within the DNS Project Management community.

At the end of the fixed-term contract, the individual will be offered an opportunity to undertake the Fujitsu Programme and Project Management Assessment Centre to become a formally recognised Project Manager. If successful, the individual will be offered a permanent position with Fujitsu.

Committed to Responsible Business

Fujitsu's approach to being a Responsible Business is embedded throughout our organisation - from protecting intellectual property rights, enforcing our human rights policy to encouraging all employees to get involved with community action projects. To achieve this, we have created our Responsible Business framework which gives us a common structure for setting out our strategy in five key areas of our business.

For each of these areas, we look at common themes across the region such as digital inclusion for community and disability in diversity, while setting local level KPIs as appropriate to local legislation and culture. 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. At the highest level, Responsible Business is an essential part of our growth strategy and business model.





**BUSINESS
IN THE
COMMUNITY**

**Business
Class**

Business in the Community delivered by our Defence and National Security division

Active BITC Business Class partnerships with schools

- 5 years into our partnership with **The Vyne School** in Basingstoke, delivering relevant and powerful interventions across the whole school community, including a SSAFA fundraising day event, mock interview session and an LGBT+ awareness session.
- 3 years into our partnership with **Easthampstead Park Community School** in Bracknell delivering CV workshops, an apprenticeship awareness event and a maths assistance programme.

Committed to Diversity and Inclusion

Fujitsu was the first Japanese company to publically express support for the **UN LGBTI Business standards**, and the UK is a **2019 Stonewall Top 100 LGBT+ inclusive employer**. By highlighting the importance of LGBT+ inclusion we hope to encourage other organisations to be more LGBT+ inclusive.

Statistics from Stonewall indicate that 35% of LGBT+ employees in UK organisations hide the fact that they are LGBT+ in the workplace for fear of discrimination. By different teams coming together to ensure LGBT+ inclusion is embedded into everything we do, we are making Fujitsu a place where everyone can succeed, regardless of their sexual orientation or gender identity.



What our DNS employees say about us

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I'm really proud to work at Fujitsu, a company that puts responsible business at the heart of everything it does. We support a fully inclusive culture here, and we have a number of networks designed to support our employees to be the best they can when they're at work. It's there to ensure that they have the right resources, they can share experiences, and come to work and be truly themselves. ”

Kate Holcroft, HR Business Partner, Defence and National Security, Fujitsu

“

The level of support that I receive in the workplace is fantastic, so my challenges do not become an issue for me to fulfil my day-to-day responsibilities...

...It's this level of support that sets Fujitsu apart from other employers, and they're constantly striving to do better. ”

Rob Loseby, Customer Solutions Architect & Disability and Inclusion Champion, Defence and National Security

“

As a Women in Business Champion, I want to make sure that everyone in Fujitsu feels like their voice is heard, and that they have opportunities to get involved in events and other activities that sit outside their role. It's important that everyone that works here feels valued and included as part of the organisation. ”

Georgia Lewis, Sales Executive, Defence and National Security

“

I'm really passionate about the cultural diversity network. I, myself, come from a very culturally diverse background and I think it's really important to have a diverse workforce. Fujitsu, being an international company, it's really important to have an inclusive environment. I feel in my role that I can help and support Fujitsu within Defence to make everybody inclusive. We can collaborate together and we can share different ideas, and most importantly feel comfortable - be completely you, and supported by the network. ”

Hanifa Valentine, Practice Support Manager, Defence and National Security, Fujitsu

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