



2021 - 2022 Business Plan

Fujitsu and Autistica



Every two years, by employee vote, Fujitsu UK select a charity partner with whom to form a two year relationship. Late in 2020 the vote to select our partner for 2021-22 was opened, and for the first time colleagues voted to keep our incumbent partner, Autistica, for a further two year term. Our relationship with Autistica has offered Fujitsu the chance to give step changing support to a small charity, enabling us to make a truly transformational impact.

Collaborating with a great charity partner helps bring a powerful dimension to our community pillar within our Responsible Business Framework. Not only benefitting the charity, but helping Fujitsu drive employee engagement, support employee wellness and help us learn more about a specific issue.

Fujitsu is a **#Disability** Confident employer and our Disabled Employee Network SEED was named in the top 10 global networks. We believe that every employee should be enabled to be themselves at work through our **#BeCompletelyYou** campaign. In 2019 we gave a further commitment by signing up to the Valuable 500 campaign.

We want Autistica to help Fujitsu deliver on this commitment by enabling us to learn more about autism and how we can support employees who have autistic family members, as well as supporting more people with autism to work.



Paul Patterson

Head of UK and Northern and Western Europe

Collaborative Vision

A collaboration to support Autistica's unique and cutting edge research through technology, expanding the charity's reach and raising visibility.

Our Five main partnership Goals

1. To help Autistica in its research goals using Fujitsu's IT expertise
2. To help engage colleagues in fundraising
3. To share knowledge and skills across both organisations
4. To raise Awareness of Autistica and our Partnership
5. To understand and celebrate the neurodiversity that exists within Fujitsu

Partnership Values

Collaborative

Supportive

Inclusive

Informative

About Fujitsu

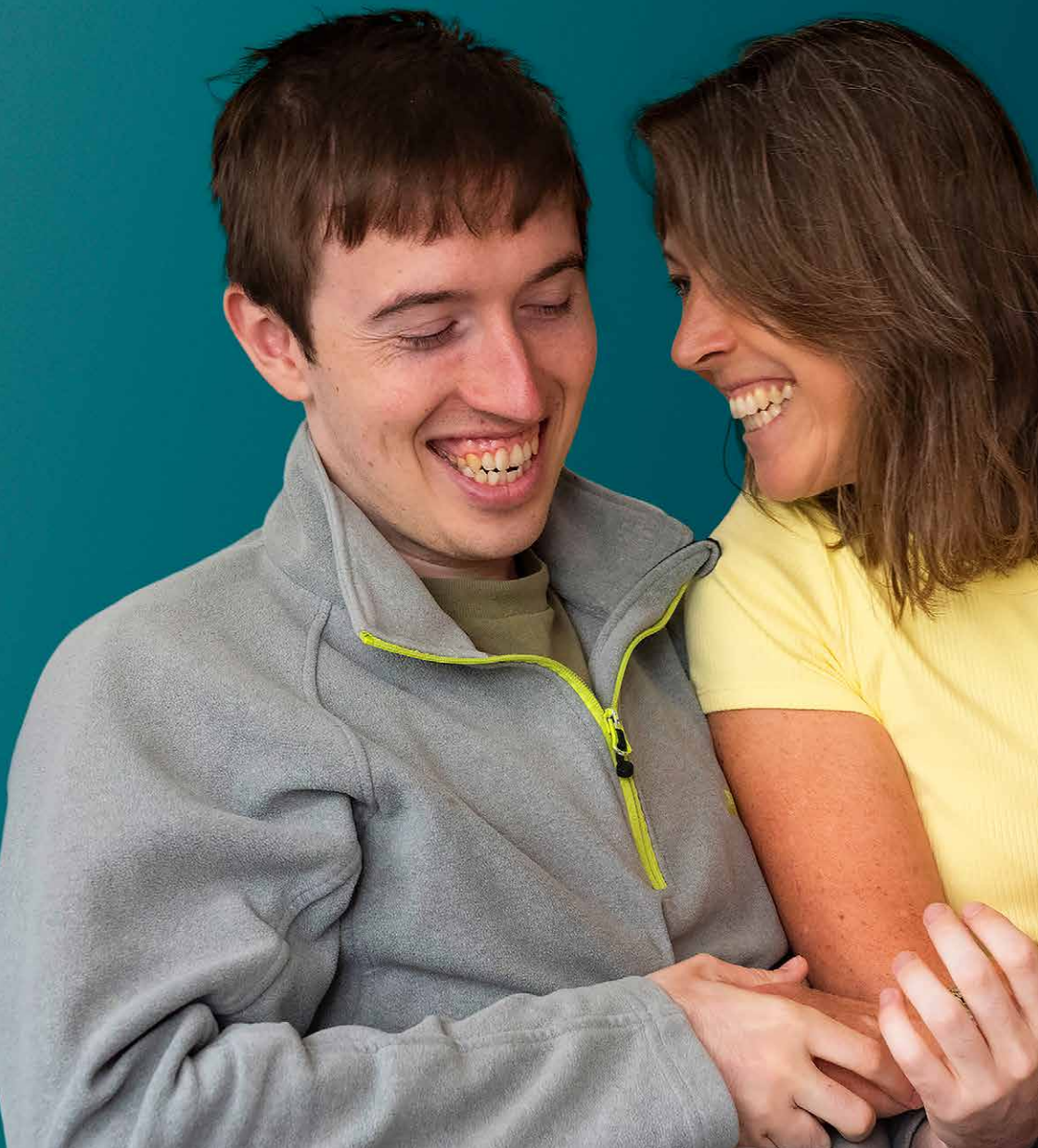
Fujitsu is one of the world's five largest global providers of IT solutions, with over 132,000 employees serving customers in more than 100 countries with a unique Japanese heritage. We have an 80-year history of being a responsible business, consistently featuring in the Dow Jones Sustainability World Index (DJSI), FTSE4Good Index and the UN Global Compact 100. In the UK and Ireland, we serve customers in national, local and devolved government as well as private sector companies. Our technology touches the lives of millions of people every day.

The Fujitsu logo, featuring the word "FUJITSU" in a bold, white, sans-serif font. Above the letter "J" is a stylized infinity symbol (∞). The logo is set against a solid red background.


FUJITSU



The Fujitsu global corporate vision is to create a world where people are empowered by technology to innovate, enrich lives, create new business opportunities, and improve society. Through technical innovation we are helping to shape a better world.



About Autistica



Autistica is the UK's national autism research charity. We focus on giving autistic people the opportunity to live long, happy, healthy lives. We do this by funding research, shaping policy and working with autistic people to understand their needs. With your help we can make more of a difference. We know that every autistic person is different and we know that autism comes with both strengths and challenges, but there's lots we don't know. Research is the best way to improve understanding, find new ways to support people and families, and change lives for the better.

Autistica's vision is a long, healthy, happy life for autistic people and their families. There is great alignment between Autistica and Fujitsu as we both seek to enrich lives.

Creating a partnership between Fujitsu and Autistica

The purpose of creating this charity partnership is to continue Fujitsu's help for Autistica to deliver on its strategic priorities. The objective is clear; the role of Fujitsu is to add value to Autistica and help deliver on the five strategic priorities.

The partnership will focus on using technology to help Autistica grow its impact - involving more people in research across the UK, and educating and empowering more autistic people, families and professionals. Autistica and Fujitsu will do this by driving recruitment to the Autistica Network and supporting Autistica's educational resources and events, including the Autistica Research Festival.

Fujitsu has over 6,000 colleagues in the UK. Through a series of connections, it will work to continue to raise awareness of autism and raise the visibility of Autistica. This in turn will help families of colleagues who work at Fujitsu who have a lived experience of autism. Autistica will in turn help Fujitsu grow its understanding of an inclusive culture and how the world of work needs to adapt to promote neurodiversity in the workplace through their DARE autism employment initiative.



Our partnership Work Streams – Delivering on our Goals

| Work Stream | Need | Solution |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Autistica Network allows the charity to connect the autistic community with researchers, meaning better access to the latest news in research and local and national opportunities to participate. | Autistica aims to grow recruitment of the Autistica Network to ensure that more people can access the information they need, with the experience of joining the network being engaging and therefore ensuring retention of members. | Fujitsu's technological and consulting expertise will be utilised to co-create a research proposition and implement solutions where they are most needed and where they will have the most impact. |
| To help engage colleagues in fundraising for Autistica the aim is to raise £150,000 in funding. | Without significant government funding, Autistica needs to raise vital funds to invest in research to build longer, healthier, and happier lives for autistic people. | Fujitsu and Autistica will educate and inspire stakeholders to fundraise, volunteer and engage with the partnership and champion autism awareness. |
| To share knowledge and skill across both organisations. | Fujitsu wants to understand further the neurodiversity that exists within Fujitsu to support colleagues and enable them to succeed. | Fujitsu will utilise its business knowledge and expertise to upskill the team at Autistica through innovative agile workshops. Autistica will be able to educate Fujitsu on how best to support autistic employees and colleagues who have autistic family members. |
| To raise Awareness of Autistica and our Partnership. | Autistica needs to raise the charity's profile and awareness of autism in order to reach more autistic people and their families. The goal is to get thousands more people with autism taking part in research. | Fujitsu will help raise awareness of Autistica's work, including Fujitsu's impact within local communities across the UK, to improve recognition of Autistica's world-class research. Promoting the partnership activities through conferences, networking events and channel partners will help Autistica reach new audiences across the UK. |

“We are thrilled and honoured to be chosen again by staff vote to be Fujitsu’s Charity Partner for a further two years. It has been a pleasure to partner with Fujitsu since 2019 to increase understanding of autism, learn from their IT expertise and fundraise for our vital work. Their pro bono technical support has propelled our research and their generous sponsorship of the Autistica Research Conference and Festival and live streaming made autism research accessible to autistic people around the world. I look forward to the next two years of partnership and know Fujitsu will continue to have a transformational impact on Autistica and the lives of autistic people in the UK.”

Dr. James Cusack, Chief Executive of Autistica





FUJITSU

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