

# Fujitsu Group CSR

March 8, 2016

Sogo Fujisaki

Director, CSR Division

Fujitsu Limited

# Corporate Profile/ Heads of Regions

Subsidiaries  
510

Employees  
159K

Sales  
JPY4.75T

Datacenters  
121



D. Tait



T. Tanaka



D. Tait

## EMEIA

131 companies  
 29,000 people  
 ¥990.6 billion  
 24 locations



J. Saito

## Asia

92 companies  
 18,000 people  
 ¥387.2 billion  
 10 locations

## Japan

197 companies  
 99,000 people  
 ¥2,873.2 billion  
 71 locations

## Oceania

39 companies  
 4,000 people  
 ¥110.1 billion  
 6 locations



M. Foster

## The Americas

51 companies  
 8,000 people  
 ¥392.1 billion  
 10 locations

# External Assessment

■ **Dow Jones Sustainability Index**  
Industry Group Leader (Software & Services)



■ **UN Global Compact 100 Stock Index**

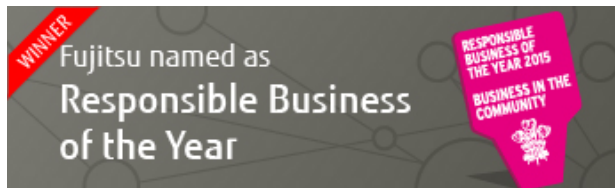


■ **FTSE4Good Index Series**



■ **Fortune World's Most Admired Companies**

■ **BITC Responsible Business of the Year**



# Top Message CSR Report 2015

Human-Centric Innovation to create happiness for people.  
Pursuing Sustainability as Part of Top Management's Mission.

## Sustainable Development from Three perspectives:

- Earth and Mankind
- Digital Society
- Fujitsu's Own Operations  
(social license to operate)

## Management Framework:

- UNGC 10 Principles
- ISO 26000
- Global Matrix structure
- Zero Tolerance for Exceptions



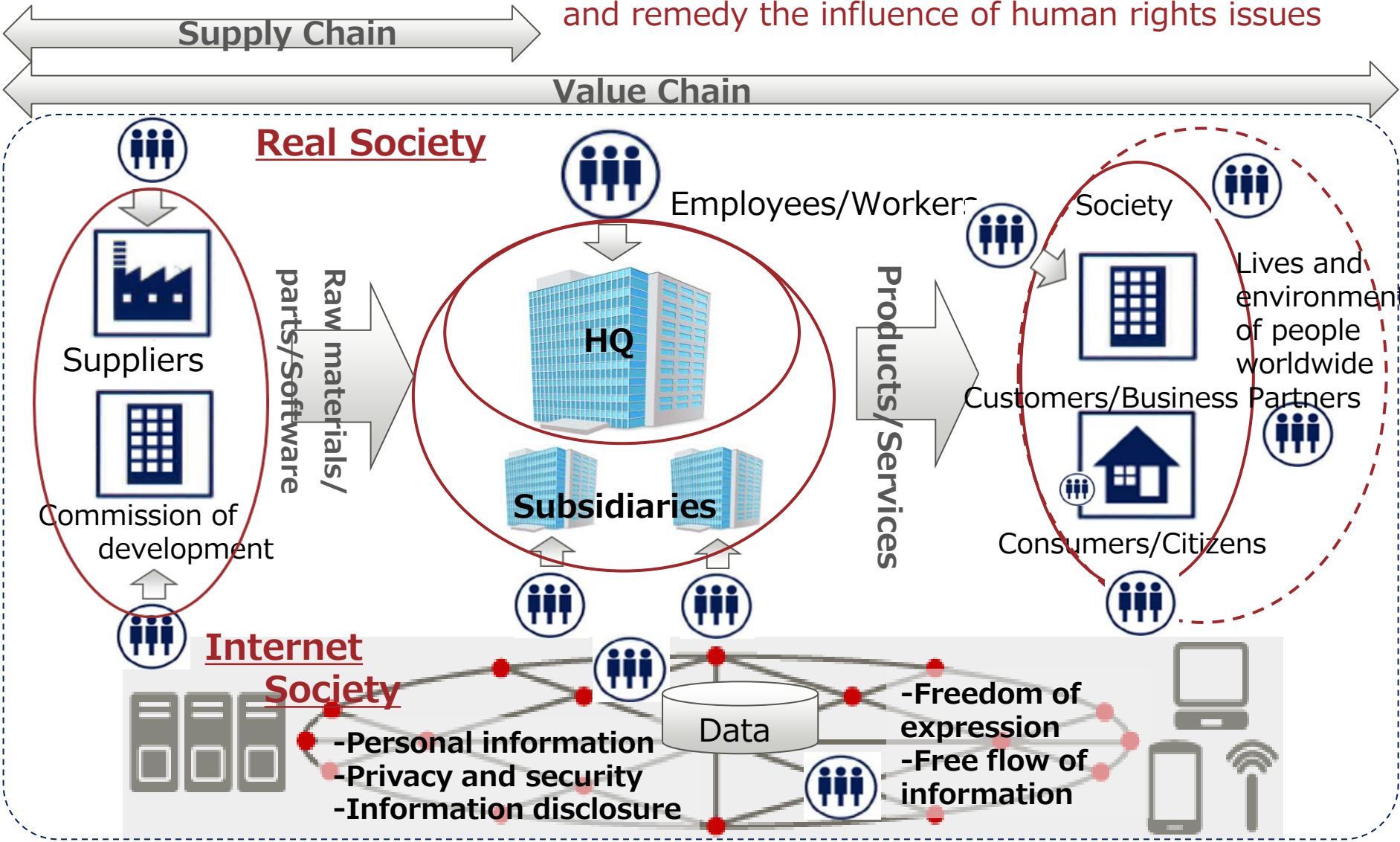
President and Representative Director

*T. Tanaka*

# Sphere of Corporate Responsibility

(ICT sector)

In need of system that can predict, prevent, relieve, and remedy the influence of human rights issues



## ■ UN Global Compact

- GCJN-WG: SDGs, Human Rights, Integrated Reporting

## ■ World Economic Forum

- IT Industrial Partner

## ■ World Business Council for Sustainable Development

- Board Member of Social Impact Cluster

## ■ International Integrated Reporting Coalition

- Technology Initiative/ Business Network

## ■ Shift Project

- Business Learning Program

## Corporate Values

### What we strive for:

Society and Environment

Profit & Growth

Shareholders & Investors

Global Perspective

### What we value:

Employees

Customers

Business Partners

Technology

Quality

## Principles

Global  
Citizenship

We act as good global citizens, attuned to the needs of society and the environment.

Customer-  
Centric  
Perspective

We think from the customer's perspective and act with sincerity.

Firsthand  
Understanding

We act based on a firsthand understanding of the actual situation.

Spirit of  
Challenge

We strive to achieve our highest goals.

Speed and  
Agility

We act flexibly and promptly to achieve our objectives.

Teamwork

We share common objectives across organizations, work as a team and act as responsible members of the team.

## Code of Conduct

- We respect human rights.
- We comply with all laws and regulations.
- We act with fairness in our business dealings.
- We protect and respect intellectual property.
- We maintain confidentiality.
- We do not use our position in our organization for personal gain.

**CSR at Fujitsu is the embodiment of FUJITSU-Way**

Sustainable Development for  
Society and the Planet

Priority 1

ICT to Address Societal Challenges

Priority 2

Opportunity and Security  
through ICT

Global Environmental  
Protection

Priority 5

Communication and Collaboration  
with Stakeholders

Diversity and Inclusion

HRD for Contributing to  
Society and the Planet

Priority 3

Foundation of CSR Practices

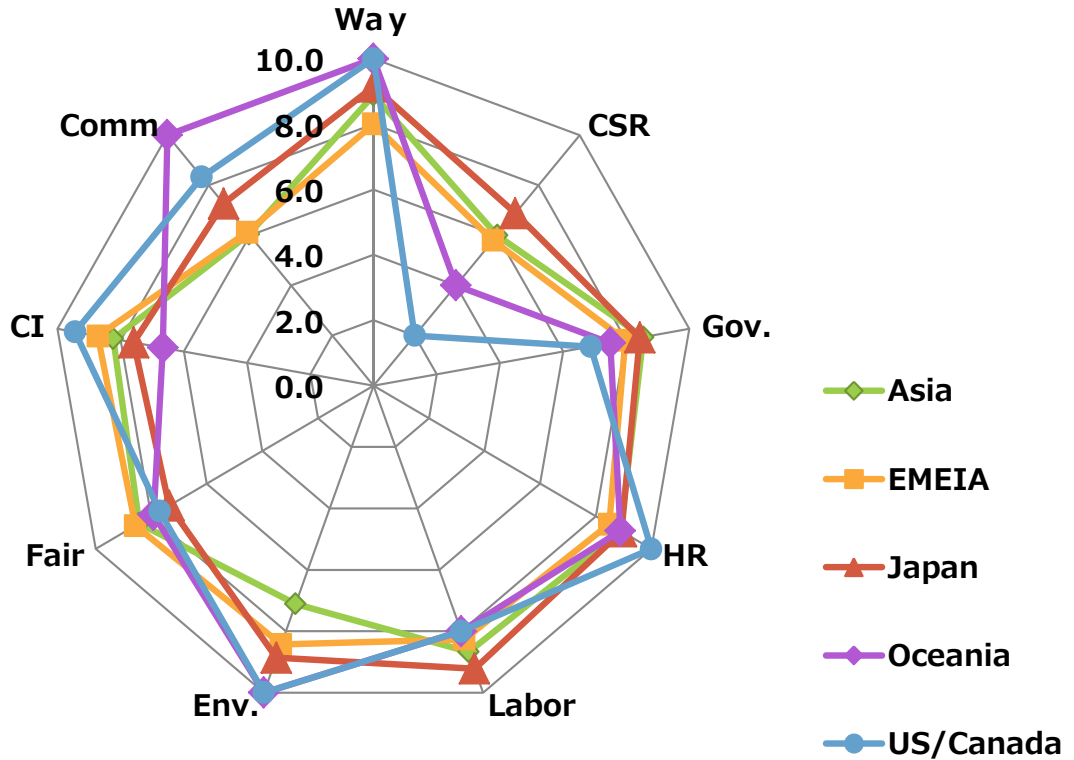
Priority 4



# ISO 26000 Survey Overview Results

## Regional Issues

- CSR is a common issue in the regions
- Other areas of concern by region, as below
  - ① Asia: Community
  - ② EMEIA: Community
  - ③ Oceania: Consumers
  - ④ Americas: Governance



Region	Way	CSR	Gov.	HR	Labor	Env.	Fair	CI	Comm
Asia	8.9	6.0	8.5	8.9	8.7	7.1	8.4	8.2	6.0
EMEIA	8.0	5.8	8.0	8.5	8.3	8.4	8.6	8.7	6.1
Japan	9.1	6.9	8.4	8.9	9.2	8.9	7.4	7.6	7.3
Oceania	10.0	4.0	7.5	8.9	8.0	10.0	7.9	6.7	10.0
US/Canada	10.0	2.0	6.9	10.0	8.0	10.0	7.7	9.4	8.3

# Biannual Global CSR Board Meeting

## Members (Corporate Executive Officers)

### ■ HQ Functions:

Global Corporate, Legal/IP/Compliance, Purchasing, Human Resources, Corp Affairs & Risk Management

### ■ Regions :

EMEIA, Americas, Oceania, Asia

### ■ Liaison Delegates:

Each Region's Operational Lead



Corporate Executive Officers and members of the relevant departments from headquarters



Heads of region and Liaison Delegates

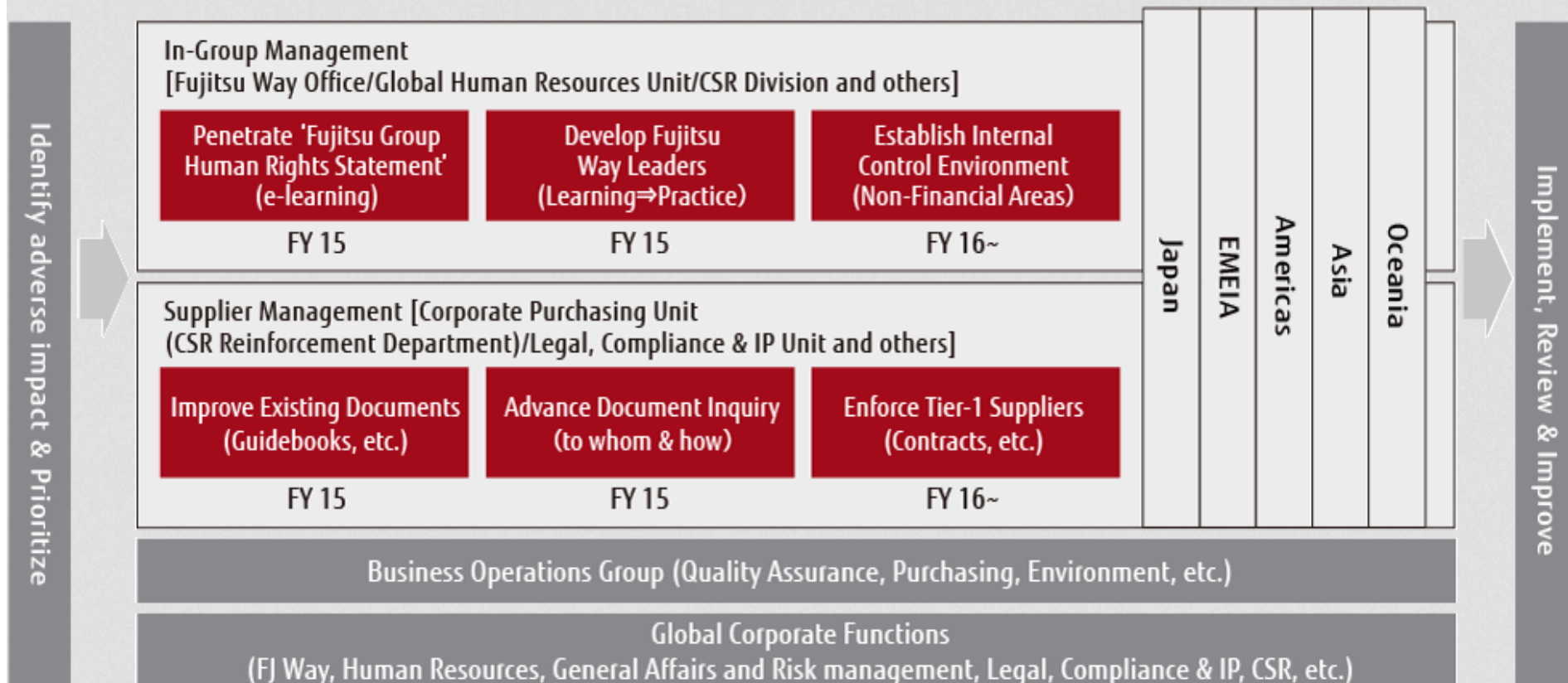
## Discussion Topic (October 20, 2015)

1. Human Rights Due Diligence (with Shift Project)
2. CSR Procurement Guideline and Guidebook update
3. Activities utilizing EICC framework (Self Assess, etc.)
4. Revision of CSR policy (Materiality and KPIs)

# Major Initiatives in FY2015-2016

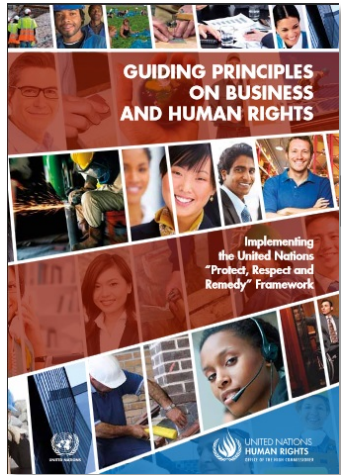
From FY2015, spearheaded by the CSR Division, Global Corporate functions (HR/ legal/ purchasing unit, etc.) will coordinate with group companies, and promote the following initiatives:

## Major Initiatives to be Implemented in FY 2015-2016



# Human Rights Statement (Dec 2014)

Based on “UN Guiding Principles on Business and Human rights”, the Statement was publicized on Dec 19, 2014 (in 21 languages)



United Nations  
(March, 2011)

## Fujitsu Group Human Rights Statement

1. Commit to respecting human rights
2. Recognition of int'l standards (UN declaration, ILO, etc.)
3. Due Diligence (identify, prevent, mitigate, remedy, etc.)
4. ICT sector issues (data security, privacy, etc.)
5. Embed Human Rights (awareness-raising, diversity, etc.)

Grievance Mechanism

## Human Rights Due Diligence

Identify Adverse Human Rights Impacts

Prioritize & Take Actions

Embed & Engage

Continuously Assess & Report

Policy Commitment

FY 2015 with **Shift**

- Joining its Business Learning Program
- Human Rights Regional Ws

# Supply Chain CSR

(Utilizing the Framework of Electronic Industry Citizenship Coalition)

## ■ Capacity Building for EICC

- Study Session (30)
- Introductory Seminar (20)
- Audit Simulation (at FDK Corp.)
- Internal Auditor Training Course (7)
- Oversea Subsidiary Self Assessment Questionnaire (8)

( ) # of Group Companies involved

## ■ Document Revision as of Sept 2015

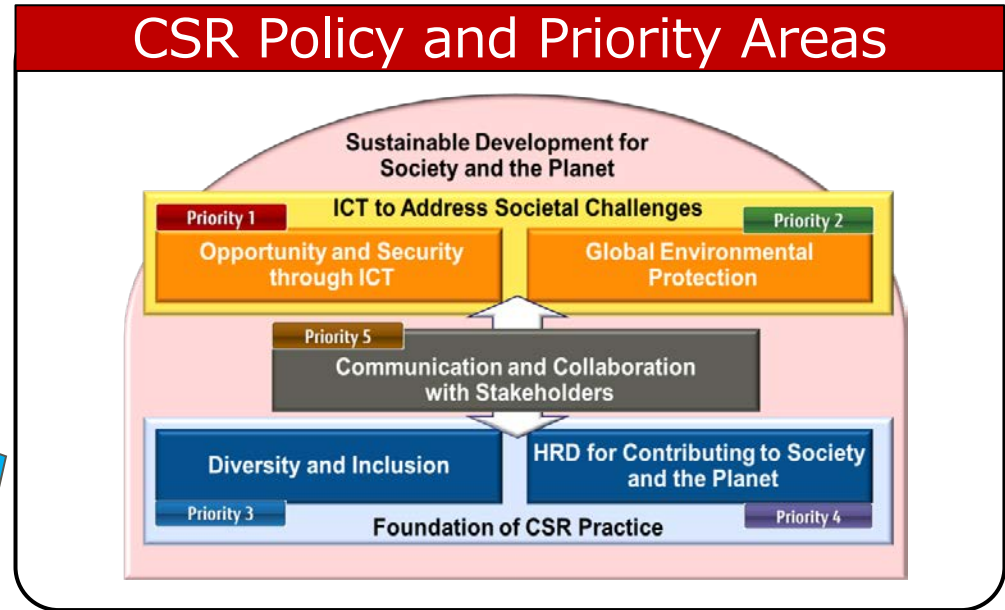
- CSR Procurement Guideline
- Fujitsu Group Supply Chain CSR Guidebook

<http://www.fujitsu.com/jp/documents/about/csr/society/procurement/2015-09-30-CSR-Guidebook.pdf>

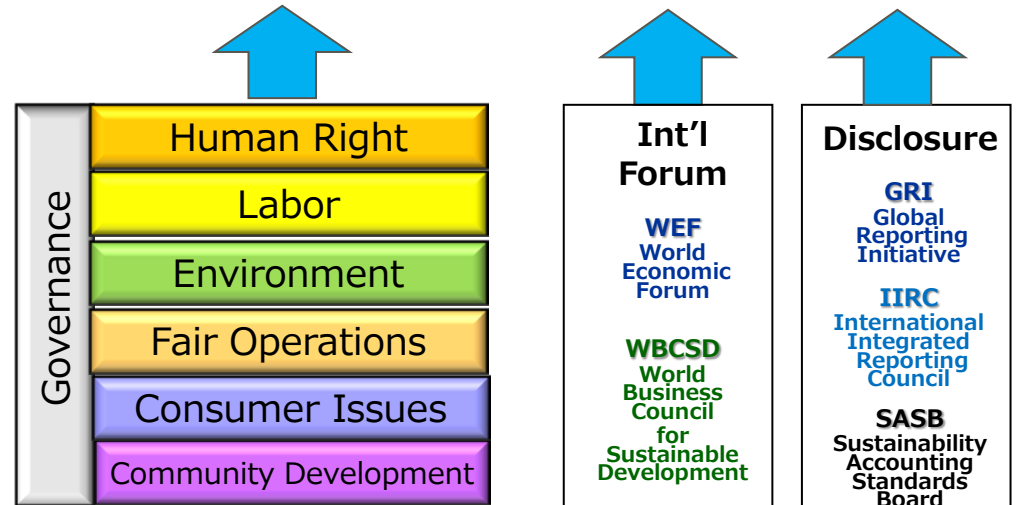


# CSR Policy Revision

Revise the CSR Policy (2010), Reflecting Global Trends, Norms, etc.



**UN SDGs** September 2015 ~



## Realizing Innovative Value by Creating New Fields with the Power of ICT and Connecting People's Lives and Society in General



Chairman  
Yamamoto

President  
Tanaka

山本正巳

代表取締役会長  
山本 正巳

田中達也

代表取締役社長  
田中達也

[excerpt from Top Message]

In September 2015, the United Nations adopted the Sustainable Development Goals (SDGs). ICT is set to play an indispensable role in global sustainable development. Therefore, finding ways to achieve common benefits for business and society is Fujitsu's social responsibility, as well as its business opportunity.

- Joining following IIRC initiatives:
  - Technology Initiative
  - Business Network

## For a safer, more prosperous and sustainable world



We continue to face serious challenges everywhere in the world. The world population has surpassed 7 billion and continues to grow. We are seeing aging of the population in developed nations and more urbanization especially in developing nations. These factors lead to significant challenges in the areas of food supply, water, transport management, education, healthcare, disaster mitigation, energy and environmental protection. For example, climate change is a significant risk for all people, and creating a low-carbon, sustainable society is a desirable objective. Fujitsu strongly believes that ICT can take a leading role in addressing these global challenges. Aligning our business activities to this goal of achieving common good is not just our aim but our obligation.

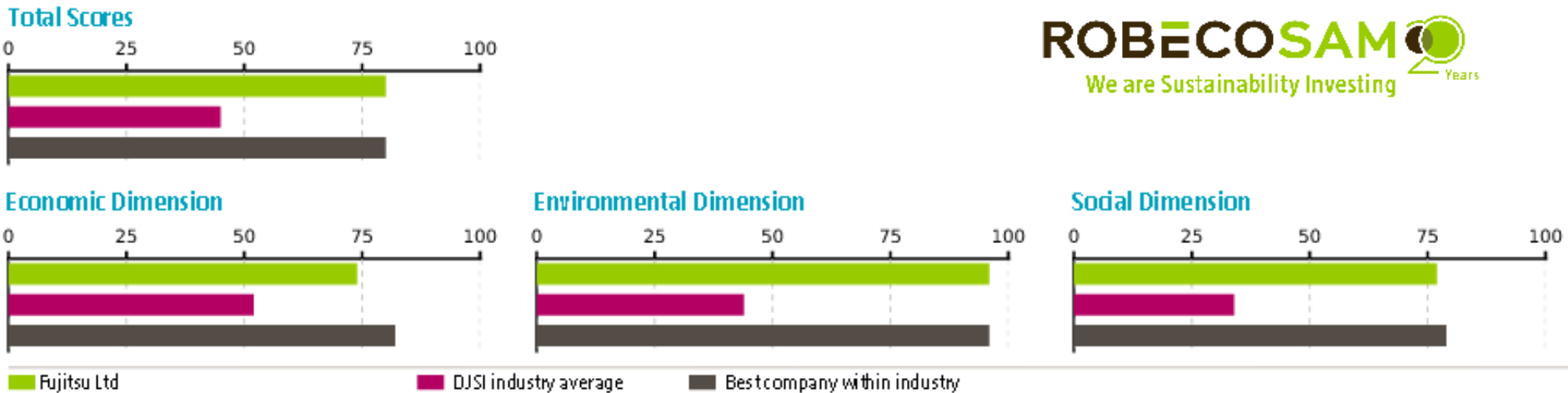
[excerpt from “Responsible Business” (pg34)]

Source: [http://www.fujitsu.com/jp/Images/FTSV2015\\_Main\\_JP\\_FV0021-3.pdf](http://www.fujitsu.com/jp/Images/FTSV2015_Main_JP_FV0021-3.pdf)



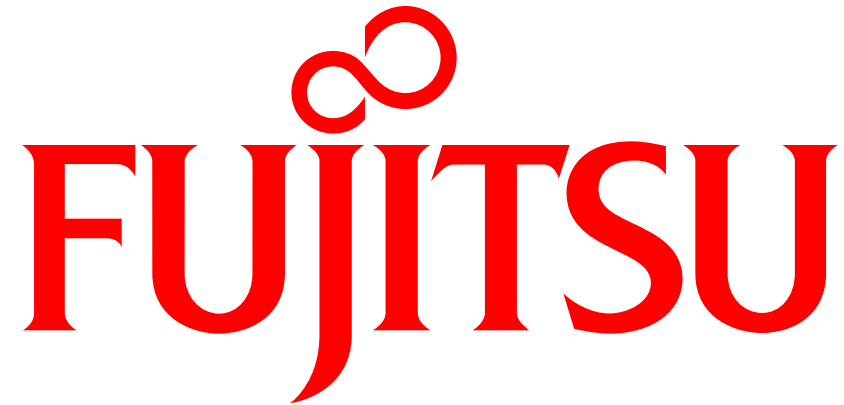
# Dow Jones Sustainability Index Industry Group Leader (Software & Services)

## Sustainability Scores



By expanding the use and application of ICT, the Fujitsu Group has contributed to reducing its customers' and society's environmental impact. The company is committed to technology that supports people, and through its Human Centric Innovation principles, it believes it can transform people's lifestyles and society at large. The group seeks to contribute to a more sustainable society and has started by reducing its own environmental impact, and by addressing global environmental challenges in cooperation with its customers and society. Fujitsu's environmental efforts also enable it to generate new business opportunities. For example, by optimizing a higher education datacenter, it helped it reduce its power consumption by 80% while providing an enhanced educational environment. Going forward, the company plans to implement additional specific group-wide CSR management initiatives related to human rights, labor practices, and fair business practices. It also aims to leverage platforms to strengthen group governance, including building a CSR Global Community comprised of its CSR leaders from its various companies.

Source: [http://www.sustainability-indices.com/images/Industry\\_Group\\_Leader\\_Report\\_DJSI2015\\_Fujitsu-Ltd.pdf](http://www.sustainability-indices.com/images/Industry_Group_Leader_Report_DJSI2015_Fujitsu-Ltd.pdf)



shaping tomorrow with you

# Cautionary Statement

These presentation materials and other information provided at the meeting may contain forward-looking statements that are based on management's current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements. Actual results may differ materially from those projected or implied in the forward-looking statements due to, but not limited to, the following factors:

- Macro-economic environments and market trends in the principle geographic markets for Fujitsu's services and products, which are Japan, EMEIA, the Americas, Asia, Oceania and elsewhere, particularly such conditions that may effect customers' IT spending;
- Rapid technological change, fluctuations in customer demand and intensifying price competition in IT, telecommunications, and electronic device markets in which Fujitsu competes;
- Fujitsu's ability to dispose of non-core businesses and related assets through strategic alliances and sales on commercially reasonable terms, and the impact of losses which may result from such transactions;
- Uncertainties as to Fujitsu's access to, or protection for, certain intellectual property rights;
- Uncertainty as to the performance of Fujitsu's strategic business partners;
- Declines in the market prices of Japanese and foreign equity securities held by Fujitsu which could cause Fujitsu to recognize significant losses in the value of its holdings and require Fujitsu to make significant additional contributions to its pension funds in order to make up shortfalls in minimum reserve requirements resulting from such declines;
- Poor operating results, inability to obtain financing on commercially reasonable terms, insolvency or bankruptcy of Fujitsu's customers, or any such factor that could adversely impact or preclude these customers' ability to timely pay accounts receivables owed to Fujitsu; and
- Fluctuations in rates of exchange for the yen and other currencies in which Fujitsu makes significant sales and profits or in which Fujitsu's assets and liabilities are denominated, particularly between the yen and Euro, British pound and U.S. dollar.