

shaping tomorrow with you

FUJITSU
Sustaibability
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## About Fujitsu



Fujitsu is the leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 140,000 Fujitsu people support customers in more than 100 countries. We use our experience and the power of ICT to shape the future of society with our customers.

Tokyo, April 24, 2019 Fujitsu today announced the formulation of the **Fujitsu Group Environmental Action Plan** (Stage IX), setting its environmental goals for fiscal years 2019-2020. The action plan demonstrates Fujitsu's continued commitment to contributing to the creation of a sustainable society. This action plan sets medium and long term environmental goals based on international initiatives such as Science Based Targets (SBT)(1) and RE100(2), focusing on understanding and reducing the environmental burden of Fujitsu's supply chain through the use of programs including the CDP supply chain program(3), as well the reduction of waste, particularly plastic waste. By following this action plan while leveraging its advanced ICT capabilities, the Fujitsu Group will not only reduce its own environmental burden and that of its customers, but will ultimately contribute to the resolution of issues in society and the environment.















## What susteinability means for us?



### Green IT Products and Services (environmental, societal and governance)

- Fujitsu has a target of Zero C0 emisión by 2050
  - Reduce greenhouse gas emissions in our business facilities
  - Drive activities to reduce C02 emissions in the supply chain.
- Contribute to sustainable development and preservation of biodiversity through provision of ICT services
  - Contribute to sustainable development of society through provision of ICT services.
  - Develop innovative technologies that address environmental issues.
- Improve environmental performance of products throughout their lifecycle
  - Achieve top-level energy efficiency for 50 % or more of the new products.
  - Promote eco design for resource saving and circulation and increase resource efficiency of newly developed products by 15% or more.
  - Maintain over 90% resource reuse rate of business ICT equipment
- Practical and easy everyday actions all of us can take to contribute to reducing our own and Fujitsu's environmental footprint



## Qué esperamos de la universidad? (1)



La Universidad ha de incorporar en sus programas un enfoque multidisciplinar, focalizado en la comprensión de la realidad actual y futura, dedicado a la transmisión de conocimientos y experiencias ; sistémico, con énfasis en la trama de interrelaciones entre los múltiples elementos de la realidad, incorporando enfoques y perspectivas múltiples. Es básico que la formación de un fuerte impulso a la creatividad, partiendo del descubrimiento y la innovación.

Los programas deben poder incorporar conocimientos, aptitudes, actitudes, competencias y valores necesarios para hacer frente a desafíos relacionados con la ciudadanía mundial y a retos contextuales locales, actuales y futuros

- > el pensamiento crítico y sistémico,
- la resolución analítica de problemas,
- > la creatividad, el trabajo en colaboración
- > la toma de decisiones en situaciones de incertidumbre,
- ➤ la comprensión de los desafíos mundiales
- ➤ las responsabilidades que se derivan de dicho conocimiento integrando en los programas diseñados las problemáticas socio-ambientales más urgentes; particularmente las cuatro siguientes: el cambio climático, la biodiversidad, el manejo de riesgos de catástrofes, y el consumo y la producción sostenibles.



## Qué esperamos de la Universidad (2)



Entendemos que hay que desarrollar una serie de competencias clave para el futuro, como

- Análisis crítico- Comprender que el conocimiento es incompleto y está teñido de subjetividad Habilidades como: Pensamiento crítico /Compromiso ético/Compromiso intelectual
- Reflexión sistémica Comprender la realidad, física y social, como un sistema dinámico de factores interrelacionados, a nivel global y local . -Comprender las interrelaciones entre valores, actitudes, usos y costumbres sociales . Habilidades como: Pensamiento relacional /Pensamiento holístico/Sentimiento de pertenencia a la comunidad
- ➤ Toma de decisiones colaborativa Poner en juego habilidades de trabajo colaborativo en grupos diversos . Habilidades como : Habilidades argumentativas /Habilidades participativas/Compromiso democrático y con los derechos humanos universales / Sentido de responsabilidad hacia las generaciones presentes y futuras
- Compromiso ético Comprender los efectos que, a medio y largo plazo, tienen los comportamientos individuales sobre los usos y costumbres sociales, y, a través de ellos, sobre colectivos humanos de la propia comunidad y de otras y Cuidar las relaciones intra e intergeneracionales, con criterios de equidad y justicia. Habilidades como: Compromiso social / Pensamiento anticipatorio / Responsabilidad universal





# Back up

### Fujitsu Group Environmental Action Plan (Stage IX)



### Climate change goals

- Reduce greenhouse gas emissions from business sites by more than 14% (compared to FY2013). Reduce greenhouse gas emissions by 2.1% year over year through voluntary efforts.
- Improve PUE- Power Use effectiveness- of our major datacenters by 2% or more compared to FY2017.
- 3. Increase renewable energy usage by more than 20% compared to FY2017.

### Resource management goals

- Promote eco-friendly design for resource conservation and management and increase the resource efficiency of newly developed products by 25% or more (compared to FY2014).
- Reduce amounts of waste generated by an average of more than 5% compared to FY2012-2014.
- 6. Maintain a resource reuse rate of over 90% for business ICT equipment.
- 7. Reduce total water usage by 1% compared to FY2017.
- 8. Reduce chemical pollutant emission volume (PRTR) to less than the average level of FY2012-2014.

### Supply chain goals

- 9. Reduce CO2 emissions from power consumption during product usage by more than 14% (compared to FY2013).
- 10. Promote activities to reduce CO2 emissions and conserve water resources in the upstream supply chain.

### SDG goal Sustainable Development Goal

11. Contribute to the achievement of the SDGs through ICT services.







## Fujitsu principles

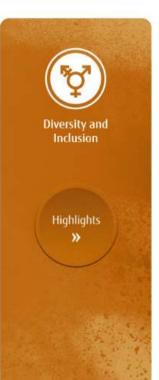


- Fujitsu Recognize the importance of 'winning the right way', and embedding responsible practices to achieve growth.
- We Have regional wide Responsible Business strategy.
- As Responsible Business touches all areas of our business, from protecting intellectual property rights, enforcing our human rights policy to encouraging all employees to get involved with community action projects, we have created our Responsible Business Pillars. The Pillars give us a common framework in setting out our strategy.
- For each of these Pillars, 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. The Pillars enable us to more easily uphold our vision, values, principles and code of conduct. This common framework also builds a powerful narrative across the region.







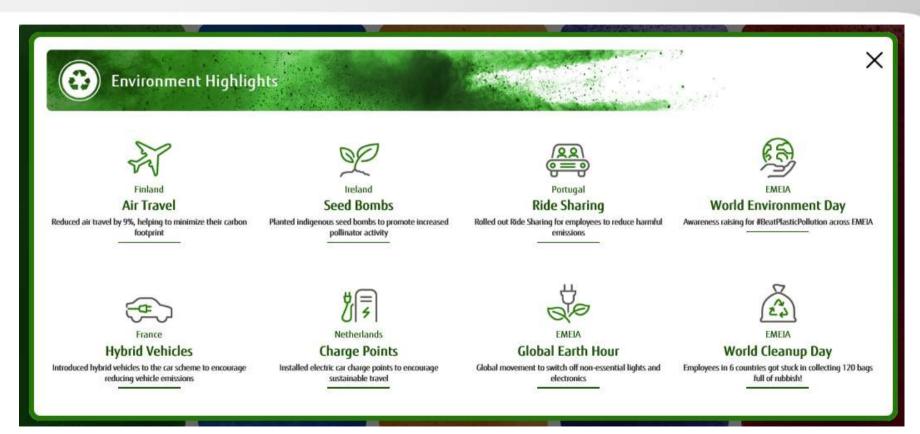






## **Environment High lights**





## Community High lights





### **Community Highlights**





UK, Germany, Finland

### Girl's Days

Hosted a number of STEM focused activity packed days for employee's daughters



South Africa

### **Community Support**

Employees volunteered time and skills to paint, pave and lay flooring at the Little Rose Centre



UK

#### Hackathon

Hosted a hackathon to co-create the BuddyConnect app which supports people with autism



Sweden

#### Hello World

Provided scholarships for two students to attend the 'Coding Hello World Summer Camp'



Spain, Finland, Italy

### **Blood Donation**

Employees across three countries participated in blood donation to help save lives



**EMEIA** 

### Charities

Our employees formally supported over 60 charities across the EMEIA region



**EMEIA** 

### School Partnerships

Supported hundreds of students to access STEM across EMEIA through school partnerships



Austria

### **Donations**

Employees donated food and craft materials to women and children at homeless shelters

## Diversity & Inclusion









Belgium, France, Germany, Italy, UK

### Ada Lovelace Day

Celebrated the success of women in STEM with a joint event full of inspiring speakers



Poland

### **Balloons for Diversity**

#WorkingTogether - celebrating cultural diversity in Łódź with 150 employees taking part!



UK

### **BAME Mentoring Scheme**

Established the scheme with Transport for London and won TfL's 'Diversity and Inclusion Award'



**EMEIA** 

### International Women's Day

21 countries supported IWD with 79 male leaders pledging not to speak on all male panels



Pride

Employees attended Pride events across EMEIA and supported IDAHOBIT day for the first time



### **Diversity & Inclusion Week**

Three EMEIA webcasts with 405 live participants and 13 events promoting #BeCompletelyYou



### Purple Light Up

Promoting a disability confident culture via a Global webcast with employees wearing purple



EMELA

### **Unconscious Bias Training**

Training made available to all managers across EMEIA to promote inclusive behaviors

## Wellbeing High lights





### Wellbeing Highlights





Belgium

### Wellbeing Week

A week of ideas encouraging a healthy workforce by making and selling juices and smoothies



Netherlands

### Muscular-Skeletal

Introduced stand up meeting rooms to promote physical wellbeing



Switzerland, Germany

### Flu Jabs

Employees were offered flu jabs to support their health and wellbeing over the winter month



Austria

### Relaxation

Yoga classes and massages available to employees to aid their physical and mental wellbeing



Sweden

### Bicycles

Introduced branded bicycles for use by employees to promote active commuting



Spain

### Positive Psychology

Positive psychology workshops held for employees to support and aid their mental wellbeing



**EMFIA** 

### Global Challenge

Highest participation - with some cross-country teams recording a total of 971 million steps!



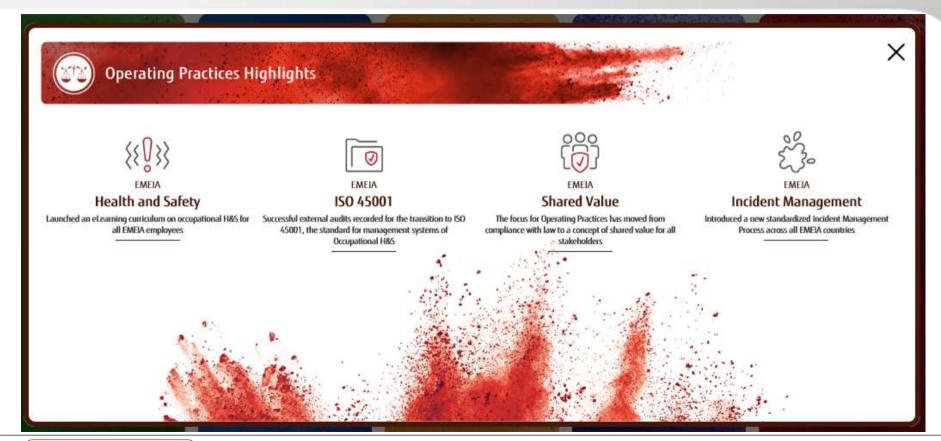
EMELA

### World Mental Health Day

Awareness day raising support for the mental health conversation through unique events

## Operating Practices Highlights







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