

FUJITSU

Sustainability

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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**.

Environment Highlights

<p>Air Travel Reduced air travel by 1% helping to decrease their carbon footprint</p>	<p>Seed Bounty Planted 10,000 seeds and flowers to promote increased biodiversity</p>	<p>Ride Sharing Introduced Ride Sharing for employees to reduce traffic congestion</p>	<p>World Environment Day Participated in World Environment Day activities across EMEA</p>
<p>Hybrid Vehicles Introduced hybrid vehicles to the fleet to encourage driving electric vehicles</p>	<p>Change Points Installed change points in the office to encourage sustainable travel</p>	<p>Global Earth Hour Participated in Global Earth Hour activities across EMEA</p>	<p>World Cleanup Day Employees in 10 countries participated in World Cleanup Day activities</p>

<p>Environment</p>	<p>Community Development and Engagement</p>	<p>Diversity and Inclusion</p>	<p>Wellbeing</p>	<p>Operating Practices</p>
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Community Highlights

<p>UK Girls' Days Hosted a number of Girls' Days activities for employees' daughters</p>	<p>South Africa Community Support Employees volunteered time and skills to paint, pour and lay flooring at the Lutho House Centre</p>	<p>UK Hackathon Hosted a hackathon to co-create the Buddyment app which supports people with autism</p>	<p>Sweden Hello World Provided scholarship for two students to attend the Volvo Hello World Summer Camp</p>
<p>Blood Donation Employees across three countries participated in blood donation to help save lives</p>	<p>Charities Our employees formally supported over 50 charities across the EMEA region</p>	<p>School Partnerships Supported hundreds of students to access STEM across EMEA through school partnerships</p>	<p>Donations Employees donated food and cash materials to women and children at homeless shelters</p>

Wellbeing Highlights

<p>Belgium Wellbeing Week A week of ideas encouraging a healthy work-life balance by making and eating healthy meals and snacks</p>	<p>Netherlands Muscular-Skeletal Introduced stand-up meeting rooms to promote physical wellbeing</p>	<p>Switzerland Flu Jabs Employees were offered flu jabs to support their health and wellbeing over the winter months</p>	<p>Acacia Relaxation Yoga classes and massages available to employees to aid their physical and mental wellbeing</p>
<p>Sweden Bicycles Introduced branded bicycles for use by employees to promote active commuting</p>	<p>Spain Positive Psychology Positive psychology workshops held for employees to support and aid their mental wellbeing</p>	<p>EMEA Global Challenge Highest participation - with some cross-country teams recording a total of 171 million steps!</p>	<p>World Mental Health Day Announced day taking support for the mental health conversation through on-site events</p>

Operating Practices Highlights

<p>EMEA Health and Safety Launched an e-learning curriculum on occupational HSE for all EMEA employees</p>	<p>EMEA ISO 45001 Successful external audit awarded for the transition to ISO 45001, the standard for management systems of Occupational HSE</p>	<p>EMEA Shared Value The focus for Operating Practices has moved from compliance with law to a concept of shared value for all stakeholders</p>	<p>EMEA Incident Management Introduced a new standardized Incident Management Process across all EMEA countries</p>
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Diversity and Inclusion Highlights

<p>Belgium Ada Lovelace Day Celebrated the success of women in STEM with a day of activities and workshops</p>	<p>India National Day Marking the day with a day of activities and workshops</p>	<p>EMEA BAME Mentoring Scheme Established the scheme with support from cultural and BAME mentors and mentees</p>	<p>EMEA International Women's Day 3 countries supported Women's Day activities and workshops</p>
<p>EMEA Pride Employees shared their pride across EMEA and supported LGBTQ+ events in the UK</p>	<p>EMEA Diversity & Inclusion Week The EMEA diversity and inclusion week was held across EMEA</p>	<p>EMEA Purple Light Up Marking a day of activities and workshops</p>	<p>EMEA Unconscious Bias Training Employees completed unconscious bias training across EMEA to promote inclusive behavior</p>

What sustainability means for us?

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

- Fujitsu has a target of Zero CO₂ emission by 2050
 - Reduce greenhouse gas emissions in our business facilities
 - Drive activities to reduce CO₂ 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

1. 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.
2. 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

4. 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).
5. 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 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




Environment Highlights







Finland
Air Travel
Reduced air travel by 9%, helping to minimize their carbon footprint




Ireland
Seed Bombs
Planted indigenous seed bombs to promote increased pollinator activity




Portugal
Ride Sharing
Rolled out Ride Sharing for employees to reduce harmful emissions




EMEIA
World Environment Day
Awareness raising for #BeatPlasticPollution across EMEIA




France
Hybrid Vehicles
Introduced hybrid vehicles to the car scheme to encourage reducing vehicle emissions



Netherlands
Charge Points
Installed electric car charge points to encourage sustainable travel





EMEIA
Global Earth Hour
Global movement to switch off non-essential lights and electronics




EMEIA
World Cleanup Day
Employees in 6 countries got stuck in collecting 120 bags full of rubbish!

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



Diversity and 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



EMEIA

Pride

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



EMEIA

Diversity & Inclusion Week

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



EMEIA

Purple Light Up

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



EMEIA

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



EMEIA

Global Challenge

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



EMEIA

World Mental Health Day

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

Operating Practices Highlights



Operating Practices Highlights



EMEIA

Health and Safety

Launched an eLearning curriculum on occupational H&S for all EMEIA employees.



EMEIA

ISO 45001

Successful external audits recorded for the transition to ISO 45001, the standard for management systems of Occupational H&S



EMEIA

Shared Value

The focus for Operating Practices has moved from compliance with law to a concept of shared value for all stakeholders



EMEIA

Incident Management

Introduced a new standardized Incident Management Process across all EMEIA countries



shaping tomorrow with you