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# Message From The CEO

The world is facing a range of crises such as geopolitics, the global environment and widening social divides. Soaring resource prices and energy issues are being exacerbated by rifts in the international community, and climate change is leading to increasingly frequent extreme weather events and natural disasters on a massive scale. The signs are that these crises are becoming more complex and prolonged, and are seriously impacting the global economy and people's day-to-day lives.

Many companies now regard sustainability as central to their management, appreciating that they are at a turning point in rolling out specific initiatives aimed at helping build a sustainable society through their business operations. Digital technology has a major role to play in supporting both industry and our lifestyles. People are finding that digital transformation is becoming increasingly familiar and more important. As a technology company, we in the Fujitsu Group are conscious that we have a great responsibility to help with addressing these problems.

The Fujitsu Group states Our Purpose, which is "to make the world more sustainable by building trust in society through innovation". To achieve Our Purpose, in May 2023 we defined our Materiality where sustainability is the core focus of business growth. The essential contributions we must make were identified as: solving global environmental issues, developing a digital society, and improving people's well-being. At the core of these three contributions, we specified 11 issues that we need to address, including tackling climate change, maintaining security of information, eliminating the digital divide, and contributing to healthcare for an improved quality of life. In the process of defining our Materiality, we sought the cooperation of a wide range of stakeholders, including customers, institutional investors, and our own employees, in a series of discussions aimed at identifying the areas where the Fujitsu Group, in particular, should be focusing its efforts. Identifying target areas for the Fujitsu Group will enable us to leverage co-creation to accelerate our sustainability transformation (SX) with our customers and partners, solve social issues and, through those initiatives, achieve sustainable growth of the Group.

This year, we also formulated our vision for 2030 of "being a technology company that realizes net positive through digital services".

The Fujitsu Group defines net positive as maximizing financial returns, addressing the three essential contributions of Materiality and positively impacting society as a whole through technology and innovation. By creating outputs and outcomes in both financial and non-financial targets and by continuing the cycle of investing in our corporate activities, we will continue to create the value both for our customers and society. As well as making the most of the Fujitsu Group's strengths of leading-edge technology and technical prowess, we are aiming to achieve our vision through cross-industry approaches that go beyond the boundaries of industries and organizations.

The origins of value creation in the Fujitsu Group are closely tied to its efforts in areas such as respect for human rights, acceptance of diversity and equity, human resource development and maintenance of the environment, and we promote them through our GRB (Global Responsible Business) framework. In human rights, in FY2022 the Fujitsu Group revised the "Fujitsu Group Human Rights Statement" for the first time in the eight years, setting out our approach and initiatives on respecting human rights. In the statement, we affirm our support for the international norms and pledge to respect the human rights of all stakeholders in our business activities in accordance with those norms. The Fujitsu Group demonstrated its commitment to the environment this year by setting a target of net zero greenhouse gas emissions across its entire value chain (Scope 1, 2 and 3) by FY2040, and obtained Net-Zero Target certification from the Science Based Targets Initiative (SBTi). To reach this target, we aim to source 100% of the electricity used in its business operations from renewable energy by FY2030. As a corporate SX leader, the Fujitsu Group not only engages in its own sustainability management but is also leveraging the knowledge and expertise gained through that engagement to work with its customers and partners to solve societal issues.

Finally, as a signatory to the United Nations Global Compact, the Fujitsu Group supports the 10 principles in the four areas of human rights, labor, the environment, and anti-corruption. We are absolutely committed to minimizing negative impacts on people and society and to promoting a corporate culture that does not tolerate any wrongdoings.

# About Fujitsu Global Delivery Unit: Empowering Customer Success Worldwide

The Fujitsu Global Delivery Unit (GDU) is a global force of over 21,200<sup>1</sup> technology experts, united by a singular mission: **to empower our customers' success while operating as a responsible and sustainable business.**

We are a truly global team, operating across all continents and delivering support in nearly 35 languages. Our diverse workforce is a blend of unique backgrounds and experiences, fostering a vibrant and dynamic work environment where innovation thrives. We are proud of our commitment to gender balance and inclusion, ensuring everyone feels valued and empowered.

## Delivering Global Value with Cutting-Edge Technology

Our Global Delivery Unit offers a comprehensive service portfolio, backed by proven expertise in service integration. We leverage world-leading technologies, including Artificial Intelligence (AI), Robotic Process Automation, Advanced Data Analytics, Augmented Reality (AR) / Virtual Reality (VR), Biometrics, Blockchain and Internet of Things (IoT). These technologies enable us to deliver exceptional value to our customers on a global scale, helping them achieve their business goals and adapt to the ever-evolving digital landscape.

## A Global Network for Local Success

We operate a network of **Global Delivery Centers (GDCs) in 7 countries across the world**, serving customers in **over 180 countries**. Our teams are dedicated to providing localized support while leveraging our global expertise and resources to deliver tailored solutions that meet the specific needs of each customer. This unique combination of global reach and local understanding makes the GDU a trusted global partner for our customers.

## Embracing Transformation for a Sustainable Future

In 2022, we embarked on our **EVOLVE journey**, a key component of Fujitsu's company-wide digital transformation project (known as [Fujitra](#)). This initiative is enabling us to become **one trusted team, enabled and motivated to deliver competitive and innovative services while contributing to our customers' sustainable success.**

### Our Core Focus:

- Supporting all Fujitsu regions, countries, and customers
- Providing high-quality, competitive, and continuously improving global capabilities
- Empowering local decision-making with a global mindset
- Driving standards and innovation in global services, while mobilizing behind our customer teams to empower and assist them in growth and co-creation

We are more than just a technology provider. We are a trusted global partner for organizations seeking to transform and thrive in the digital age. Our globally consistent portfolio, diverse talent pool, and unwavering commitment to customer-centricity make us a reliable choice for businesses seeking to achieve their full potential. We are committed to working alongside our customers to build a more sustainable and prosperous future, believing that by collaborating, we can create a better world for everyone.

<sup>1</sup>As of June 2024



*An art contest entry, made of recyclable waste, representing Fujitsu office, Philippines GDC*

# Introduction to Responsible Business at Fujitsu

As an organization, we are dedicated to creating a positive social and environmental impact in all the territories where we operate; we do this through the Global Delivery Unit Responsible Business Program, known as 'GRiP'. Our vision is to "Lead the Change to a Better and More Sustainable Tomorrow" by following the Fujitsu Way and Purpose.

Our approach follows a "Pillar" model to Responsible Business

1. **Environment:** As a global organization, we contribute to creating a future where both people and nature can thrive. We implement environmentally sustainable practices globally, to move toward carbon neutrality.
2. **Community:** Empower communities through collaboration and education, sharing the skills and knowledge of our employees to ensure that communities are enabled for a digital future, and to eliminate the digital divide.
3. **Wellbeing:** We're dedicated to enhancing our employees' well-being through a personalized, empathetic approach, covering mental, physical, social, and financial aspects. We value our people, strive for their success, contribute to healthcare initiatives, and promote lifelong learning and reskilling to improve quality of life and societal well-being.
4. **Human Rights, Diversity, Equity, and Inclusion:** We are building and supporting a collaborative, inclusive and equitable corporate culture and workplace, which makes everyone feel included and free to express themselves. We adopt an empathetic, open, flexible and personalized approach that is inclusive and meets everyone's needs.
5. **Occupational Health and Safety:** Maintain a safe and healthy working environment for all employees, and enable all employees to work productively and happily.
6. **Compliance and Supply Chain:** We aim to be known as a trusted technology organization. We operate in an ethical and transparent manner, driven by the principles of the Fujitsu Way, our corporate philosophy. We set high standards in our value chain to ensure continued growth and sustainability. We maintain strong governance structures, and high-quality supply chain management through traceability and diversity.

*Please note that this report covers all activities from April 2023 to March 2024, which is Fujitsu's Financial Year.*



Environment Pillar: Summary



Fujitsu Net Zero Target of 2040



Addressing Biodiversity in India



Collaborating to Make Our Planet Greener



Fujitsu Boosts EV Charging Infrastructure in India

# Environment Pillar: Summary

This year was very refreshing to Fujitsu Global Delivery Unit (GDU) Environment Teams, with significant growth in the number of employees participating in face-to-face environment volunteering events. We have had a very successful past 12 months, with a high number of events, and participants who dedicated their hearts to these actions across Fujitsu.



A highlight this year is that Philippines Delivery Center was awarded the prestigious Philippines Special Economic Zone (PEZA) Award for “Outstanding Environmental Performance” for three consecutive years, which placed them in the PEZA Hall of Fame as an example of corporate best practice. This honor recognizes the commitment of our colleagues to improving our impact on the environment, through our Environmental Management System, operational enhancements, and employee dedication.

Across all GDU locations, we strengthened our organizational culture by building a greater depth of knowledge on the environment. This includes:

- Participation in the [Earth Hour](#) campaign by WWF
- Celebration of World Environment Day
- Joining forces with community partners in massive outreach for World Clean-up Day. You can read more about World Clean-up Day in the specific article on this event in the Environment Pillar section
- In India and Portugal, we continue to work on mature biodiversity projects, while in Malaysia we are committed to a comprehensive river monitoring program



Our overall impact was strengthened and secured by collaborations with NGOs and institutions such as United Nations, [Grupo Lobo](#) and [RESQ](#) (more detail on our partners can be found in the Community section of this website).

A significant achievement in the last 12 months was the onboarding of [Climate Impact Partners](#) as our official global partner for offsetting emissions from airplane travel. Our Poland and Portugal Delivery Centers support global Gold Standard projects through this offset program.

Fujitsu is committed to developing a decarbonized society through technology, and we have put significant actions in place to meet our globally-agreed Science-Based Targets. This includes year-on-year improvements to our [Climate and Energy Vision](#) and carbon neutral targets, which are now more even more ambitious: we plan to be carbon neutral across our operations by 2030, and across our entire value chain by 2040.

# New Fujitsu Climate and Energy Vision – Net Zero Target of 2040

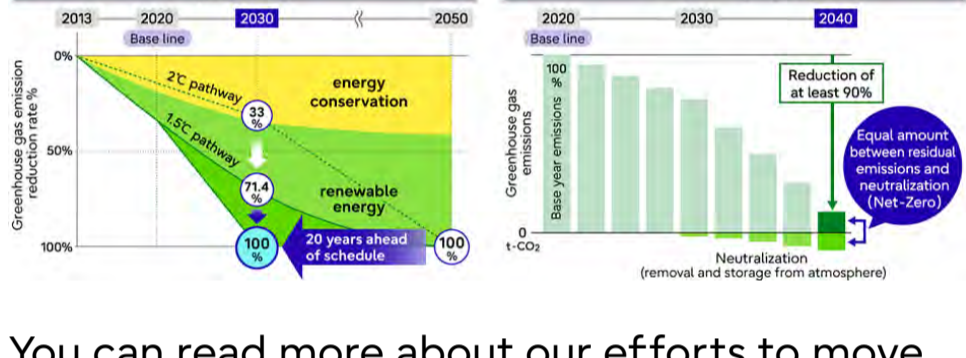
Fujitsu has accelerated its plans to achieve carbon neutrality – setting 2030 as the new goal to reduce its carbon emissions to zero. Fujitsu further aims to achieve net zero greenhouse gas (GHG) emissions across the Fujitsu Group’s value chain by 2040. Both of these objectives are certified by the Science-Based Targets initiative (SBTi).

This quickened roadmap to a carbon neutral future underline the commitment of Fujitsu Group to reducing the environmental impact of its entire value chain. At the same time, Fujitsu looks to provide technologies that resolve environmental and social issues facing our customer. Our objective is to be a leader in **Sustainability Transformation**.

## Fujitsu’s roadmap toward carbon neutrality

In April 2021, SBTi certified Fujitsu’s GHG emissions reduction target as aligned to 1.5 °C. At the same time, Fujitsu raised its Scope 1 & 2 emissions reduction target for 2030 from a 33% reduction to a 71.4% reduction (compared to 2013). In June 2023, Fujitsu obtained Net-Zero Target certification from SBTi to achieve decarbonization in 2040 compared to 2020. This is a demonstration of our commitment to a carbon zero future.

Fujitsu further issued the “[Fujitsu Group Environmental Action Plan \(Stage XI\)](#)”, outlining actions to achieve carbon neutrality and contribute to the resolution of global environmental and societal issues.



You can read more about our efforts to move toward carbon neutrality on the [Fujitsu Climate and Energy Vision webpage](#).

# Addressing Biodiversity in India

Contribution to the rich biodiversity of our planet is one of the leading themes of [Fujitsu's Materiality](#). Solving global environmental issues is seen as one of Fujitsu's essential contributions, covering protection and restoration of biodiversity.

With this in mind, Fujitsu Consulting India worked with experts from the Department of Biodiversity at [MES Aabasaheb Garware College](#) in Pune, India, on a year-long research project for biodiversity management. The study identified key species of plants, birds, butterflies, amphibians, and reptiles, providing guidance to improve biodiversity in the Pune area and contribute to the [India Business and Biodiversity Initiative](#).



Our colleagues in India wanted to take an active role in looking after biodiversity, and following the publication of the report in 2023, opened a 730m<sup>2</sup> Butterfly Garden on our Pune office campus. They focused on growing plants that attract butterflies and provided a high level of sustenance, including 8 rare plants species that are on the [IUCN Red List](#).

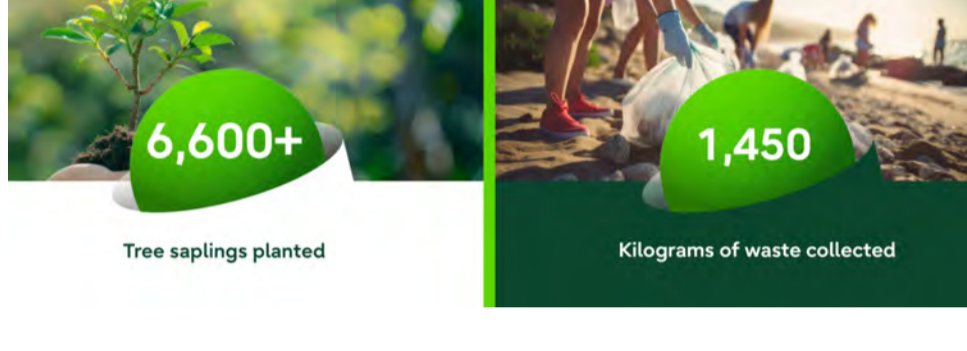
This has been very successful! In our observations through to March 2024, we have measured 44 butterfly species in 8 clusters, 6 of which are listed under the [Indian Wildlife Protection Act](#). There are also over 80 plant species growing happily.

# Collaborating to Make Our Planet Greener

Corporate tree planting events continue to be a much-needed activity, particularly when they are carried out in collaboration with local charities or municipalities – and with long-term impact. It is crucial to ensure that we plant the most appropriate trees in the areas that need it most, so Fujitsu consults local experts and biodiversity institutions as part of our environment strategy. We make sure that when tree plantations happen, they are well planned and planted trees are maintained for many years, helping the local ecosystem in the most impactful way.

In 2023, planting activities led to the sowing of over **6,600** tree saplings in our communities in China, India, Philippines, Portugal, and Poland. We worked in collaboration with experts on the ground to ensure that all selected plants are relevant to local ecosystems; this includes:

- [Ambag CSR](#)
- [AliPay \(Ant Forest\)](#)
- [Cebu City Environment and Natural Resources Office](#)
- [Grupo Lobo](#)
- [State Forests of the Republic of Poland](#)



Every year, we commemorate **World Cleanup Day** across our global offices. Collectively, our employees gathered and cleaned up **over 1,200 kilograms of waste** from community spaces, beaches, mangroves, and national parks. Altogether across the year, additional cleanup events resulted in 1,450 kilograms of waste collected and properly disposed of, helping to raise environmental awareness.



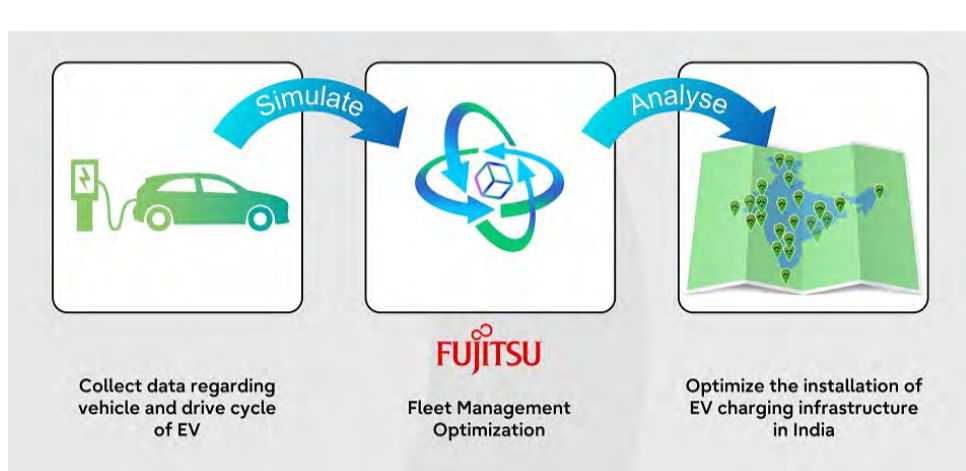
We are very proud of our partnership with [Climate Impact Partners](#), which has enabled us to offset air travel across the UK, Poland and Portugal offices through carbon credits. We plan to expand this pilot investment in the years to come, and currently support two certified initiatives for access to solar power and clean cooking in India:

1. [Orb Rooftop Solar, India](#)
2. [SELCO Solar Energy Access, India](#)

# Fujitsu Optimizes Installation of EV Charging Infrastructure in India

In November 2023, Fujitsu launched a 5-month pilot to install electric vehicle (EV) charging infrastructure in India. The initiative leverages Fujitsu's *Fleet Optimization solution*, which uses [Fujitsu's Social Digital Twin](#) technology to streamline fleet deployment and operations.

This is a technology that enables the search for optimum measures by reproducing human behavior and social phenomena of urban areas on a digital twin as a "rehearsal" for actual application in the real world, allowing users to grasp the possible impacts of different scenarios.



Fujitsu is conducting the activities as part of its participation in the [Zero-Emission Vehicle Emerging Markets Initiative](#) (ZEV-EMI) of the [World Business Council for Sustainable Development](#) (WBCSD). Fujitsu is collaborating with a consortium of global companies and partners on the construction of a data-sharing platform, working together to promote the adoption of zero-emission vehicles in India and streamline planning and investment in EV charging infrastructure. Fujitsu is the core digital services company within the consortium.

Fujitsu and the consortium utilize fleet data held by collaborating companies to verify and analyze the optimal number and locations for new charging infrastructure in New Delhi and Mumbai in India. Based on this, and utilizing Digital Twin simulations, Fujitsu proposes optimal infrastructure investment plans based on demand, vehicle type, and driving data.

You can read about the first outcomes in this [release from WBCSD](#).

## Future plans

Looking to the future, Fujitsu will leverage the WBCSD framework and knowledge gained from the pilot to promote further cross-industry data sharing, including for air quality and energy generation. As part of its [vision for Trusted Society under Fujitsu Uvance](#), Fujitsu will further develop offerings that contribute to decarbonizing fleets and improving air quality by utilizing Digital Twin and AI technologies, with the aim of realizing a net zero society.



Community Pillar Summary



Sharing Ideas For a Better Future



Changemakers Learn and Grow



Trust and Passion – Charity Partnerships



Fujitsu Futures

# Community Pillar

## Summary

Through the Community Pillar of the Global Delivery Unit Responsible Business Program (GRiP), Fujitsu collaborates and co-creates with the communities where we live and work. We build community value through skills-based volunteering, sharing ideas, raising awareness, and learning from each other and our community and charity partners. We keep building still greater impact each year.



A key objective is to empower communities through education, sharing the skills and knowledge of our employees to ensure that communities are prepared for a digital future. We do this particularly through a program called 'Fujitsu Futures', a set of specifically designed lesson plans that has been put together to share vital skills. Our employees spent almost 5,000 hours volunteering as part of this program and through other skills-based education outreach.

We encourage local activities based on local needs, and we have thousands of passionate employee volunteers who support this objective. We enable our employees to create and manage their own Responsible Business projects through our Sekinin Fund – the latest projects are described in the story in this Community section called “Changemakers Learn and Grow”. And you can read more about our community and charity partnerships in the “Trust and Passion – Global Delivery Charity Partnerships” article as well.

Our dedication has been recognized by:

- The Philippine Economic Zone Authority (PEZA) setting Fujitsu in the Hall of Fame for the Outstanding Community Projects in 2020, 2021, and 2022
- In Poland, the weekly “Polityka” and the consulting company Deloitte, together with the Responsible Business Forum, recognizing the work done in Poland in the field of environmental protection, social responsibility and corporate governance. This was the twelfth time Fujitsu has been recognised for these achievements.

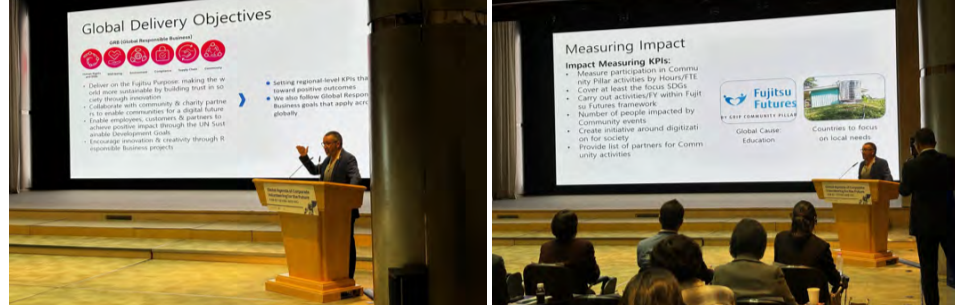
We are guided in all our actions by the United Nations Sustainable Development Goals (SDGs), which provide a vital framework for prioritizing actions and monitoring progress. We track and measure our impact on the SDGs through each of the 6 Pillars of Fujitsu Responsible Business; our Community Pillar focus areas are below:

# Sharing Ideas For a Better Future

Fujitsu is a member of the [International Association for Volunteer Effort \(IAVE\)](#) and the Global Corporate Volunteer Council (GCVC), a body incorporated in IAVE. We join the annual forums hosted by IAVE and GCVC, which gather together community and volunteering organizations and companies with volunteering programs to share best practice.



The Community Pillar Lead, Angelo Menezes, had the pleasure of being invited to speak at the IAVE regional conference in Seoul in October 2023. He spoke on how to connect the [United Nations Sustainable Development Goals \(SDGs\)](#) with targets for corporate volunteering program. Angelo shared Fujitsu best practice in linking SDG targets with corporate value and community investment programs.



Through discussion and collaboration with other companies who are also members of IAVE and GCVC, we have been able to develop mature approaches to community volunteering. This includes the expansion of virtual volunteering and skills-based volunteering. And of course we are always focused on aligning the needs of our communities with employee action, delivering high-quality projects with impact for both the beneficiaries and our colleagues. Some key topics where we continue to consider and evolve our approach include impact measurement, recognition of employee volunteers, and sharing success stories.

# Changemakers Learn and Grow

At Fujitsu, we enable our employees to deliver positive benefits for society and the environment. This is part of the [Fujitsu Purpose](#). One of the most important ways that we do this in Global Delivery Unit is through the “Sekinin Fund.”

The Sekinin Fund is a grant managed by the Global Delivery Unit Responsible Business Program, available to finance projects related to the 17 United Nations Sustainable Development Goals (SDGs) and Fujitsu’s Global Responsible Business goals. Our objective is to encourage innovative thinking – and follow that up with implementation.

In the last twelve months, we awarded funding to 12 projects, which are all now shaping a better tomorrow across our Global Delivery locations. You can see the United Nations Sustainable Development Goals (SDGs) that are impacted by each project in the description:

In the last twelve months, we awarded funding to 12 projects, which are all now shaping a better tomorrow across our Global Delivery locations.



**1. Bright Futures (Portugal):** this initiative was a collaboration project between Fujitsu and the Community Volunteer Foundation [IQG](#). We worked together to provide assistance to communities affected by the devastating earthquake in Turkey on February 6, 2023, through educational support, community engagement, and personal development.  
*SDGs impacted: 3, 4, 16*

**2. Children of Hope – Donation Drive for Manila Street Children (Philippines):** Fujitsu provided funding and volunteers for the Street Education and Protection Program (STEP). This addresses the needs of homeless children through education, health, and social welfare, working in partnership with [Childhope Philippines Foundation](#).  
*SDGs impacted: 3, 4*

**3. Dignity In The Golden Years (Portugal):** an initiative to help Centro Social Paroquial de Vieira do Minho ([CSPVM](#)), a charitable organization that assists the elderly. The organization is under growing pressure from increased demand as the elderly population increases; Fujitsu provided comfort equipment along with volunteering assistance.  
*SDGs impacted: 1, 3, 10*

**4. Hydroponics in the Community (Philippines):** Fujitsu’s partnership with the [University of San Jose Recoletos](#) (USJ-R) started in 2018 as part of the Fujitsu Minarai Internship Program. Financing was provided through the Sekinin Fund to strengthen that partnership, particularly through providing technical guidance for students building prototype materials for Smart Farming.  
*SDGs impacted: 8,11,15*

**5. International Project-Based Learning for Smart Farming (Philippines):** International Project-Based Learning is a program that facilitates international mobility and training to develop technical, social, and intercultural skills of students across the world. Students work together to accomplish a project, and this year’s theme was Smart Farming. The program was hosted by a partner university of Fujitsu Philippines, [University of San Jose Recoletos](#), which partnered Fujitsu on a Hydroponics project alongside this.  
*SDGs impacted: 4, 13*

**6. Integrated Mindfulness Therapy for Children (Malaysia):** a collaboration of Fujitsu and [VIRA Greatness Academy](#) and The National Autism Society of Malaysia ([NASOM](#)). The program was designed to provide effective emotional calmness, mindful behavioral methods and functioning skills for children with Autism Spectrum Disorder and their carers.  
*SDGs impacted: 3, 10, 17*

**7. One Goal Malaysia’s Eat Right to Play Right Community Kitchen (Malaysia):** Through this program, Fujitsu Malaysia employees helped to provide education on good nutrition to 750

# Trust and Passion – Charity Partnerships

Social impact does not build overnight; to drive meaningful change, we cannot be alone in our efforts. By collaborating with charity and non-governmental organizations across our global locations, Fujitsu can combine resources, expertise, and determination to address social and environmental challenges.

Fujitsu employees are active and conscious agents of that change, volunteering 17,000+ hours in 2023. We are very proud to accomplish significant global impact in this way and would like to highlight our major partners alongside whom we are driving this change.

*Please find full list of FY23 beneficiaries [under this link](#).*

## **China:**

Our dedicated China team focused on collaborations with institutions for underprivileged groups. This includes a collaboration with the All-China Federation of Trade Unions with whom they organized donation events for the “Special Education School of Qingcheng County, Gansu Province.” Our China office gathered, via employee donations and GDC contribution, over CNY 24,000 for 97 beneficiaries and carried out a 3-day onsite visit to the school devoted to helping the school manage the donation, as well as providing guidance and mentoring for the school students.

## **Costa Rica:**

In Costa Rica, we actively support [Foundation Milagros de Esperanza](#), which helps children from low-income backgrounds all over Costa Rica. Fujitsu donated school supplies for the organization and assisted with organizing a Christmas party. Our employee volunteers provided a cybersecurity workshop to the Foundation, to help them to be ready for a digital future. We have been able to positively impact over 100 beneficiaries just in the Heredia district branch of the Foundation.

## **India:**

Fujitsu India is proudly partnered with 9 official charity organizations. One organization that we'd like to highlight is [RESQ Charitable Trust](#), which is a not-for-profit organization founded in 2007 to provide emergency aid to animals. Fujitsu India has collaborated with RESQ since 2022, with over INR 3,000,000 donated so far – not only in funds but also in materials useful for the daily upkeep of the animals. Our employee volunteers carried out almost 300 hours of shelter visits during the year, and then shared the knowledge gained with the wider Fujitsu community through global webinars, focusing on endangered species that RESQ helps.

## **Malaysia:**

Fujitsu Malaysia is collaborating with [The National Autism Society of Malaysia](#). In this partnership, they designed and delivered a series of mindfulness and meditation events for children with Autism Spectrum Disorder and their carers. These workshop sessions focused on physical coordination, sensory integration, relaxation and art therapy.

## **Philippines:**

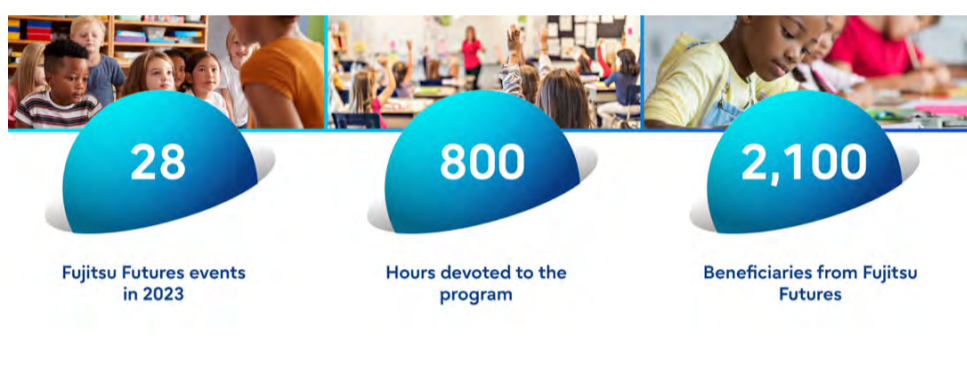
In the Philippines we continue to work with two key charitable organizations: [Makabata School Foundation](#) (ongoing collaboration since 2018), which provides education to underprivileged children, and [SOS Children's Villages](#) (collaboration with Cebu and Manila branches since 2019 and 2021, respectively), which is an orphanage and community care organization. Through both partnerships, we not only donate goods and money, but also provide significant pastoral care for the young people. Our employees deliver workshops on a variety of topics, both soft skills and technical learning, and spend time with students playing games and celebrating big events. These partnerships have grown in impact over the years and are key to our business culture in the Philippines. The work being done for the community has been recognized by Philippines Economic Zone Authority (PEZA) – Fujitsu Philippines is now in the Hall of Fame for the Outstanding Community Projects, in recognition of winning this category for three consecutive years: 2020,

# Fujitsu Futures

Fujitsu is committed to positively influencing the communities around us. Education is a sustained and far-reaching tool to do so, and Fujitsu commits to building long-term partnerships with schools and educational and community institutions, which have positive impacts on our communities. Through the Community Pillar of the Global Delivery Unit Responsible Business Program, known as GRiP, our objective is to share the skills and knowledge of our employees with the communities where we live and work, to ensure that we can thrive in a digital future.

Research in the European Union shows that in the future, 9 out of 10 jobs will require digital skills, and yet almost half of the population between 17-74 years do not currently have these skills. And these figures rise beyond Europe.

Fujitsu has an innovative way to ensure that communities are enabled for a digital future: our educational outreach program, called Fujitsu Futures. This is a set of lessons focusing on empowering communities with the skills that will help them to thrive in a digital world. This means going beyond simply STEM (Science, Technology, Engineering, and Mathematics) and digital skills, and looking at “soft” skills. ICT services are increasingly based on good communication, high levels of creativity, and business culture awareness.



Fujitsu has a role to play in ensuring that our communities understand how the move to digital is transforming organizations so that skills like openness, problem solving, and emotional intelligence are increasingly valuable. We believe that by empowering the learners of today with skills they will need for their futures, we can be a part of strengthening learning prospects and providing new perspectives.

We plan to expand Fujitsu Futures in 2024, with new skills-based outreach and classes. We continue to work with our charity and non-governmental partners to understand the needs of our communities, and with education experts to ensure that we are delivering effective learning outcomes.



Wellbeing Pillar Summary



The Importance of Prioritizing Physical Health



Mind Matters: Advancing Mental Health Support in Our Workplace



Fujitsu's Wellbeing Speaker Series

# Wellbeing Pillar

## Summary

At Fujitsu, we recognize that a thriving workforce is the cornerstone of a successful organization; we prioritize employee wellbeing as a strategic imperative. We believe that a positive and supportive work environment is key to unlocking higher engagement and safer, happier employees.



Over the past year, we have focused significantly on Leadership & Resilience Trainings for managers, to equip our leaders with the skills they need to create a positive and development-driven work environment. We have also rolled out a new series of events for employees working in odd shifts, or who are on the bench, to address the unique challenges they face and provide tailored support. Alongside this, we continue with our recurring activities, covering:

- **Mindfulness Sessions:** Providing employees with tools and techniques to manage stress and enhance their overall well-being
- **Monthly Sports Club Activities:** Encouraging physical activity and promoting a healthy lifestyle
- **Charity Runs for Help:** Employees can support causes that are important to them through physical wellbeing events
- **Financial Education:** Empowering employees with financial literacy and planning skills

We are very proud of our impressive results in the **2023 Employee Engagement and Enablement survey**. The survey is benchmarked by our external partner, Glint, across 900 global companies.

- Our Work-Life Balance score exceeded the industry benchmark by 8 points, demonstrating employees' positive perception of our support in balancing work and personal life
- Our Wellbeing score also surpassed the benchmark by 7 points, indicating employee recognition of Fujitsu's commitment to overall wellbeing

Looking forward, we remain committed to continuously evolving our wellbeing programs, ensuring that they remain relevant to the needs of our colleagues. We will continue to invest in initiatives that support our employees' physical, mental, social, and financial wellbeing, **fostering a culture where everyone feels valued, supported, and empowered to thrive.**

# The Importance of Prioritizing Physical Health

In an era of relentless work demands, maintaining physical health is more essential than ever. At Fujitsu, we recognize that employee well-being is a corporate responsibility. Through our Global Delivery Unit Responsible Business Program, known as GRiP, we are dedicated to fostering a culture that highlights physical health, ensuring our employees feel supported and valued.

Today's busy lifestyles often push self-care to the backseat. To counter this, the Wellbeing Pillar offers trainings that explore the synergy between mind and body, providing strategies to improve eating habits, sleep routines, and incorporate regular movements for all levels.

Our commitment is reflected in our many global initiatives. We offer virtual fitness sessions for yoga, meditation, and Zumba, as well as on-site fitness facilities in many of our offices. We host in-person and virtual health and wellness workshops, and have introduced a well-being series for employees working odd shifts and overnight shifts. We also love participating in monthly sports clubs, charity runs, and Kindness Week celebrations.

All of these initiatives foster camaraderie and a positive work culture.

Here are some of the activities held across our global offices:

## China

Colleagues in China organize monthly sports clubs for a huge range of activities: yoga, basketball, running, football, archery, board games, dancing, and ping-pong. This reflects the strong emphasis on physical activity and social interaction within Chinese culture, promoting both individual health and team building.



## Costa Rica

In Costa Rica, Fujitsu dedicates specific blocks of time to exercise and has created shared spaces in the office for physical well-being. This approach aligns with Costa Rica's emphasis on work-life balance and the importance of creating a supportive environment for employees to prioritize their health.

## India

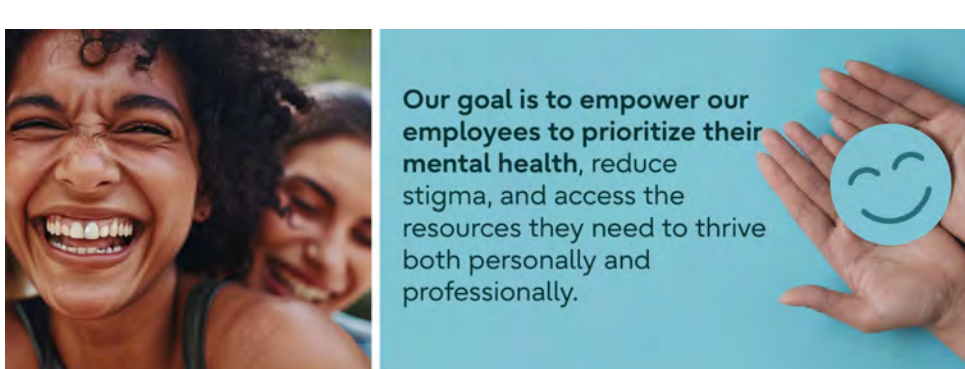
In India, employee well-being has a strong focus, fostering a vibrant culture of physical health. A highlight is the annual cricket championship, where employees and managers compete in a spirited display of camaraderie and healthy competition. Beyond the cricket field, a comprehensive wellness program includes acupuncture sessions, Zumba, yoga, laughter yoga, and dance workshops.

## Malaysia

Malaysia demonstrates a comprehensive approach to employee well-being. Over the past year, colleagues have participated in health talks, vaccination programs, free health

# Mind Matters: Advancing Mental Health Support in Our Workplace

A thriving workplace is more than just a place to work; it's a space where people feel inspired, connected, and empowered. At Fujitsu employee wellbeing is fundamental, as it fuels innovation, productivity, and a shared sense of purpose that drives our success.



Our goal is to empower our employees to prioritize their mental health, reduce stigma, and access the resources they need to thrive both personally and professionally.

## Enhanced Mental Wellbeing Training and Resources:

We are committed to providing employees with the knowledge, skills, and resources they need to manage their mental health and create a more positive and resilient work environment. Our achievements include:

- **Workplace Well-being Training for Managers:** Our managers are crucial for creating and maintaining a positive work environment. We developed specialized training on recognizing and addressing mental health concerns within teams, also covering building resilience and healthy communication.
- **Wellbeing Speaker Series:** We hosted a series of talks and workshops led by both internal and external mental health experts. We held 36 sessions across 2023, covering stress management, building resilience, and creating a positive work-life balance.
- **Mental Health Awareness Week 2023:** We dedicated a week to raising awareness about mental health issues and encouraging open dialogue in the workplace.
- **Counselling Sessions with Experts:** Fujitsu's Employee Assistance Program (EAP) offers confidential and independent support to employees and their families. We expanded access to counselling sessions with EAP experts, providing personalized guidance and support for a wide range of mental health concerns.
- **Neuro Linguistic Programming (NLP) Sessions:** A series of webinars on NLP focused on the power of communication. We explored how our internal dialogue and communication styles can impact our behaviors, outcomes, and overall wellbeing.
- **Mental Health Support – Mindfulness Series:** We successfully launched a series of workshops and resources focused on mindfulness techniques, helping employees develop self-awareness, manage stress, and cultivate a sense of calm.
- **Creating a Culture of Open Communication:** We hosted a series of "Coffee Talks," which are informal, virtual calls designed to encourage exchange of ideas among participants. These covered a wide range of topics in mental health, happiness and kindness, and a culture of understanding.

# Fujitsu's Wellbeing Speaker Series

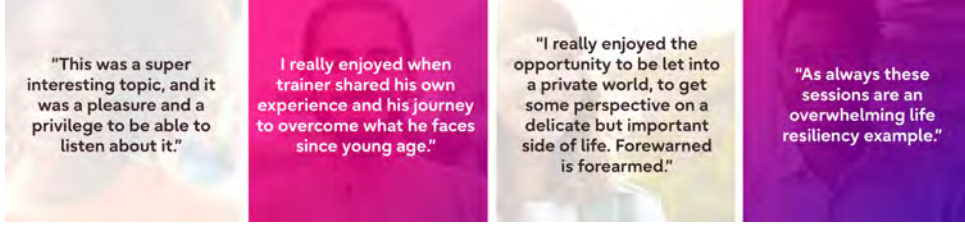
At Fujitsu, we believe in creating an environment where employees feel valued, supported, and empowered to reach their full potential. Our “**Wellbeing Speaker Series**” is a key initiative in this journey, designed to equip employees with the tools and resources they need to navigate the challenges of modern life and achieve a better work-life balance.

## Responding to Employee Needs:

We recognized a need to enhance employee wellbeing offerings. Feedback from employees highlighted a desire for greater support in managing stress, building resilience, and fostering a sense of connection with leadership teams. The Wellbeing Speaker Series was launched as a direct response to these needs, aligning with our commitment to the United Nations Sustainable Development Goals (SDGs) on Good Health and Well-being (3) and Decent Work and Economic Growth (8).

## A Platform for Growth and Connection:

The series features live webinars led by both internal and external subject matter experts, covering mindfulness, resilience, financial wellbeing, stress management, mental health, and kindness. These interactive sessions provide employees with practical tools and strategies for succeeding in their career as well as outside of the workplace.



## Measurable Impact:

The Wellbeing Speaker Series has a significant impact on our employees and workplace culture:

- **High Engagement:** Over 9,000 employees participated in 38 sessions held in 2023, demonstrating a strong desire for these resources
- **Positive Feedback:** Attendees consistently rated the webinars as excellent, with 100% recommending the program to colleagues
- **Improved Wellbeing Scores:** In our annual Employee Survey, the wellbeing score for Fujitsu Global Delivery employees surpassed the industry benchmark by 10 points, reflecting that our employees feel supported and inspired
- **Sense of community:** The sharing of personal experiences and challenges during the webinars fostered a stronger sense of community and connection between employees and leaders

The Wellbeing Speaker Series is a vital component of Fujitsu's culture of employee wellbeing. It fosters a more empathetic and supportive work environment where individuals feel empowered to thrive both personally and professionally.

# Fujitsu's Wellbeing Speaker Series

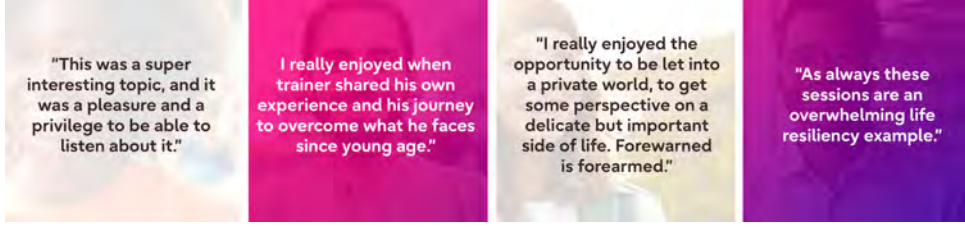
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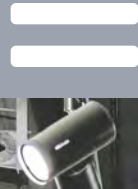


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Diversity, Equity and Inclusion Summary



Human Rights Summary



Pride at Fujitsu



Disability and Accessibility Across Geographies



Human Rights and AI at Fujitsu



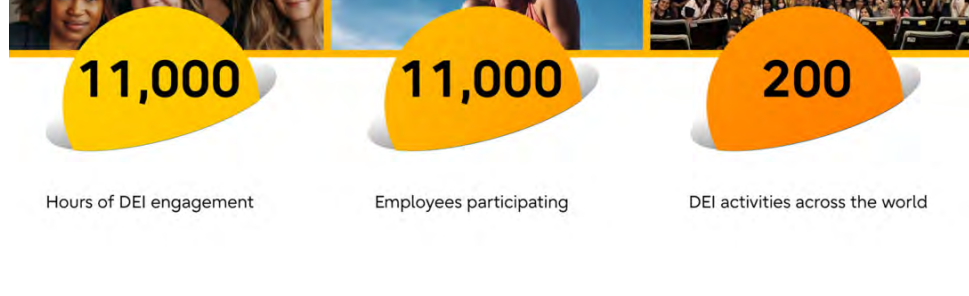
Gender Focus in Global Delivery

# Diversity Equity and Inclusion Pillar Summary

Fujitsu is committed to being a Responsible Business that values diverse perspectives and talents within an inclusive environment. The pledge of the Human Rights, Diversity Equity and Inclusion (DEI) Pillar is to **ensure that all our people can be completely themselves, be valued and empowered**. Inclusion & diversity are the cornerstones of our ambition to create a customer-focused, agile, innovative culture that improves both performance and employee wellbeing.

We promote respect and equal opportunities for all across the business. Embracing all aspects of diversity – age, disability, ethnicity, gender, gender identity and expression, religion or belief, sexual orientation, social status, working style and many other personal characteristics – makes us stronger, more innovative and creative.

Our employees participate in building belonging, purpose and safety in the workplace through several activities that happen throughout the year.



Hours of DEI engagement      Employees participating      DEI activities across the world

Every year, there are **4 key commemoration events** that we celebrate across our business with webinars, in-person events, and training:

1. Human Rights Day
2. International Day of Persons with Disabilities
3. International Women’s Day
4. Pride Week configure

We aim to increase engagement and empathy with every new opportunity to discuss DEI matters.

Fujitsu had also been recognized externally on our DEI efforts:

- The [Leon Kozminski Academy](#) in Poland set Fujitsu on the Ranking of Responsible Companies 2023 in Poland, recognizing our high quality of responsible business management.
- Randstad recognized Fujitsu by awarding it [The Top 20 Most Attractive Companies to work for in Portugal](#).
- Randstad also recognized Fujitsu in Poland with Third Place award in the Randstad Employer Brand rankings, for the creation of an inspiring place of work and enabling employee development.
- “Best Places to Work” certified Fujitsu as the [Number One Best Place to Work](#) for in the Philippines for 2023 – for the second consecutive year. Our Philippines office was also awarded Third Place in the rankings for Best Place To Work For in the Asia-Pacific Region.

We are ambitious in integrating DEI and respect for human rights in all aspects of our business, and to reflect the diversity of our customers, partners, and our communities.

# Human Rights

## Summary

Fujitsu is dedicated to supporting human rights by adhering to key international standards including the [United Nations Guiding Principles on Business and Human Rights](#). We ensure compliance with all relevant laws and regulations, and integrate these principles into every aspect of our business, as outlined in the [Fujitsu Code of Conduct](#). Fujitsu has several short and long-term goals looking out to 2025, which can be found on our dedicated [Human Rights page](#).

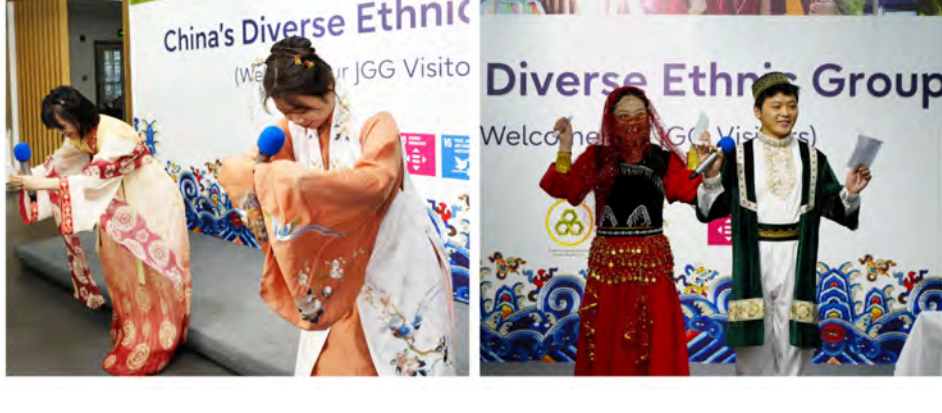
**GOALS FOR 2025:**

- Prevent and mitigate Human Rights risks throughout our value chain
- Conduct continuous Human Rights e-learning courses (maintain an attendance rate of 90% or more)
- Hold annual Stakeholder Dialogue sessions
- Work with our partners, customers and NGOs to establish activities that enable Human Rights, using Fujitsu's expertise and technologies

To maintain the effectiveness of our human rights due diligence, we conduct regular human rights impact assessments across our business. These assessments facilitate continuous improvement in identifying, preventing, and mitigating any negative impacts on human rights across Fujitsu's value chain, including our suppliers, partners, and customers.

In March 2024, Fujitsu invited human rights experts from the United Nations Development Programme and the Caux Round Table to provide feedback and suggestions on promoting human rights. This collaboration ensures an ongoing assessment and understanding of the impact of Fujitsu's activities on human rights, leading to updates in the [Fujitsu Group Human Rights Statement](#).

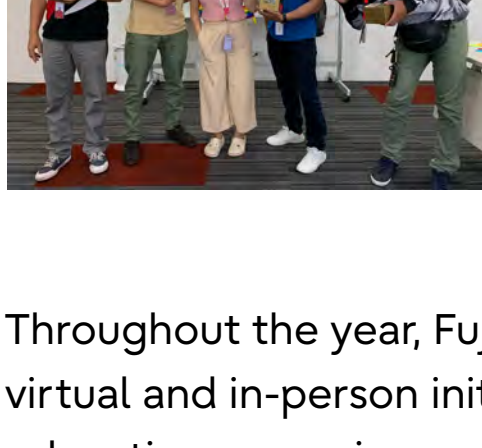
Fujitsu's commitment to reinforcing human rights is reflected in our dedication to fair working conditions and non-discrimination. Initiatives such as flexible working hours and remote work support a better work-life balance for our employees. We conduct regular employee engagement surveys to assess our work environment. We also provide education on human rights, unconscious and conscious bias, prevention of harassment in the workplace, and region-specific as required.



We celebrate diversity and promote inclusion through many activities and initiatives that honour the wide range of culture, ethnicity, sex, gender, sexual orientation, religion, age, and other characteristics represented among our employees. We annually commemorate Human Rights Day on 10th December with several initiatives around the globe. Our objective is to advocate for Human Rights across the business, as well as increase employee knowledge on human rights. Events on this day include webinars on work-life balance, and on empathy, targeted educational outreach on human rights within our supply chains, and in-person discussion groups – ultimately promoting equality, justice, and dignity for all.

# Pride at Fujitsu

The LGBTQIA+ community requires safe spaces not only in society but also within the workplace. Employees who are part of the community and their allies look to Fujitsu to drive awareness and foster positive change both internally across our global offices, as well as externally.



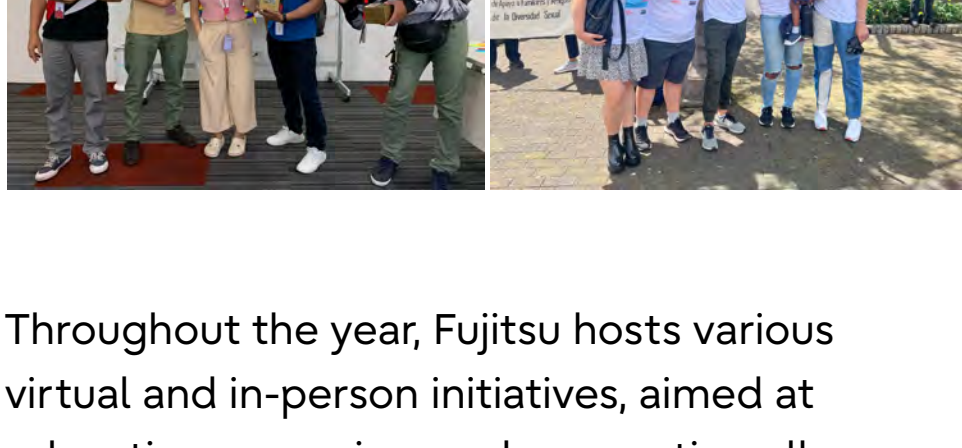
Throughout the year, Fujitsu hosts various virtual and in-person initiatives, aimed at educating, engaging, and connecting all employees through the LGBTQIA+ community:

- **Participation in Parades:** Employees participate and volunteer in events such as the Trans Visibility march in Costa Rica, Equality marches in Katowice and Łódź in Poland, Tokyo Rainbow Pride in Japan, and Arraial Lisbon Pride in Portugal
- **Webinars:** A comprehensive series of webinars cover topics crucial to understanding the LGBTQIA+ community and its interaction with society, including the role of places of inclusion, rainbow families, homosexuality in sports, and gender and sexuality in the Middle Ages
- **Activities for Inclusion and Awareness:** Initiatives include Pride Inclusion and Belonging webinars, discussions on mental health in the LGBTQIA+ community, LGBTQIA+ perspectives on work environments, and campaigns promoting the use of gender pronouns in our email signatures
- **Commemoration Days:** Fujitsu highlights important dates such as Pride History Month, International Trans Day of Visibility, Christmas and Pride Festive Bingo, Disability Pride Month, Transgender Day of Remembrance, Bisexuality Day, BiWeek, and International Day Against Homophobia, Biphobia, and Transphobia
- **Pride Week:** Additionally, during June and coinciding with Pride Month, Fujitsu celebrates Pride Week to highlight and reinforce our year-long efforts in a spirit of global allyship and celebration. Activities during this period include virtual and in-person parties, global campaigns on “Love is Love” and “Be Completely You,” webinars covering sexual orientation, gender identity and expression, and widely sharing biographies of LGBTQIA+ Heroes

Much of this impactful work is driven by Fujitsu’s activists, particularly through the Pride Network in Global Delivery, which places equity, diversity and inclusion at its core. This network strives to dismantle barriers and foster an increasingly inclusive environment for all employees.

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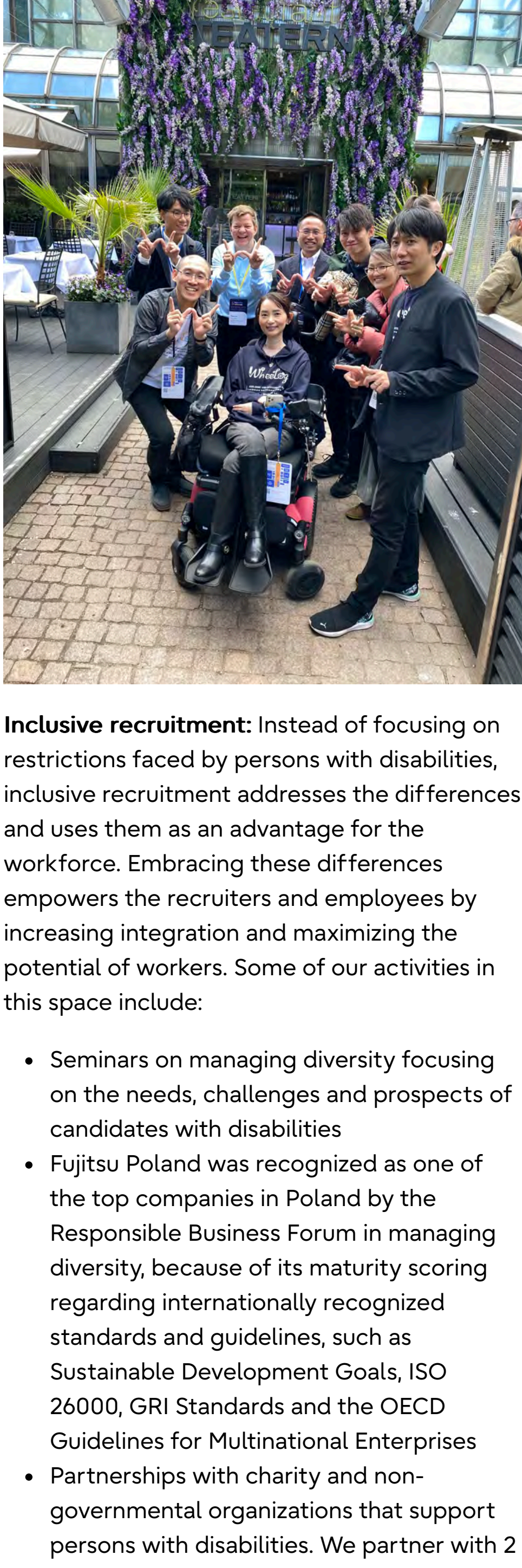
# Disability and Accessibility Across Geographies

When an individual faces any form of disability, it is crucial that they are provided with the necessary accessibility tools, support, and understanding. This is true in all aspects of life, but especially at work, where advocating for disability rights and inclusion is even more important.

Throughout 2023, Fujitsu conducted several campaigns across our global locations to embed disability and accessibility practices in the business, ensuring that these are tailored to local needs and requirements. This includes:

**Accessibility:** Fujitsu has a responsibility to ensure that our workplaces, solutions, and technologies are fit for persons with disabilities, both our colleagues and our customers. Some of our activities in this space include:

- Revision of solutions to ensure digital accessibility. This includes working with Salesforce and ServiceNow to making certain to apply the WCAG 2.1AA digital accessibility standards, including compatibility with screen reading programs like NVDA, and compatibility of digital accessibility tools across multiple Internet browsers
- A campaign on Digital Accessibility & Inclusive Communication in MS Teams
- Webinars on inclusive and universal design
- Updating and enhancing our internal booking systems for workstations and car parking
- Improvement of accessibility in restrooms



**Inclusive recruitment:** Instead of focusing on restrictions faced by persons with disabilities, inclusive recruitment addresses the differences and uses them as an advantage for the workforce. Embracing these differences empowers the recruiters and employees by increasing integration and maximizing the potential of workers. Some of our activities in this space include:

- Seminars on managing diversity focusing on the needs, challenges and prospects of candidates with disabilities
- Fujitsu Poland was recognized as one of the top companies in Poland by the Responsible Business Forum in managing diversity, because of its maturity scoring regarding internationally recognized standards and guidelines, such as Sustainable Development Goals, ISO 26000, GRI Standards and the OECD Guidelines for Multinational Enterprises
- Partnerships with charity and non-governmental organizations that support persons with disabilities. We partner with 2 particular organizations where recruitment is the focus:
  1. Portugal: Associação Salvador supports people with motor disabilities. Fujitsu has an open communication channel for Fujitsu recruiters to receive job applications from the NGO
  2. India: Poona Blind Men's Association supports people with visual impairments through education in technology. It is an official NGO partner of Fujitsu India, and we have hired 3 associates from this organization

**Invisible disabilities:** As invisible disabilities are not immediately evident it is often more challenging for society to recognize the obstacles faced. This can lead to lack of support and accommodations. Some of our activities in this space include:

- Neurodivergence focus: webinars educating colleagues on inclusive language, special design and digital accessibility; dyslexia in the workplace; and autism spectrum disorder awareness
- Hearing impairment focus: sign language workshops have taken place in multiple locations
- HIV and AIDS focus: webinars providing education and data, aiming to battle stigma and discrimination

**Awareness campaigns:** The best way to empower people is through knowledge. Fujitsu employees have had the opportunity to join in on several initiatives that increase awareness of disability and accessibility, which has fostered empathy and inspired all colleagues. Some of our activities in this space include:

- International Day of Persons with Disabilities 2023
- Training on disability paradigms and inclusive culture

# Human Rights and AI at Fujitsu

Let us dive into something really important: Artificial Intelligence (AI) ethics and human rights. AI is changing our world in so many ways – but with all these advancements, there are some serious risks we need to be aware of, including discrimination and unfair treatment. So, it is crucial for us – whether we are consumers, employees, or simply curious minds – to understand AI ethics and how AI is being used responsibly.

In 2019, Fujitsu launched the [Fujitsu Group AI Commitment](#). This recognizes that while AI can do amazing things, it has to be used safely and ethically to respect human dignity.



To achieve this, Fujitsu is committed to educating people on the subject and ensuring AI ethics is discussed widely. Fujitsu’s [AI Ethics and Governance Office](#) leads discussions on achieving a safe and secure AI society; this Committee is comprised of high-level external experts with diverse backgrounds. Additionally, any product or service claiming to use AI must pass strict ethics checks. [Fujitsu has also partnered with Ochanomizu University](#) in Japan, to address gender inequalities and societal issues using AI.

Since AI is complex and rapidly evolving, it is essential to continually assess and identify human rights risks. Fujitsu is dedicated to making AI secure, trustworthy, and beneficial for society. Please see this website for further details: [AI Ethics and Governance : Fujitsu Global](#)

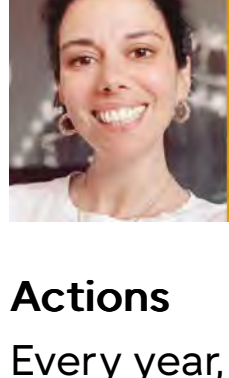
# Gender Focus in Global Delivery

Equity in the workplace, and in society, has been acknowledged as essential to ensure that each person can reach an equal outcome. This is especially important when speaking of empowering women and increasing gender diversity in a technology company like Fujitsu. This is a key focus area for our DEI Pillar.

This article is divided into 2 sections: Data, and Actions.

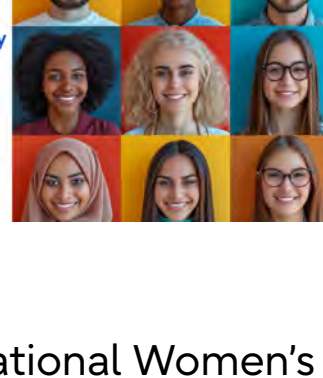
## Data

- **Gender balanced leadership:** We have established ambitious targets that our Global Delivery Unit leadership monitors on a monthly basis. Over the upcoming 12 months, we aim for our leadership teams to comprise 27.5% women leaders, progressing towards the aspirational goal of 30% by 2025
- **Female Attrition:** We successfully reduced female attrition from 12.7% to 10% over the past 12 months. This reflects the improvements in our workplace environment, policies, and practices that make Fujitsu more conducive to retaining female employees
- **Gender Pay Gap:** We have continued to reduce the gender pay gap, from 11.2% to 8.5%. This notable progress demonstrates a commitment to pay equity – although there is still room for improvement to eliminate the pay gap completely
- **Technical Roles:** The steady 30-35% female representation in technical roles suggests that initiatives to promote gender diversity in technical fields continue to be effective
- **Managerial Roles:** The comparatively lower representation in managerial roles, at 23.4%, indicates a gap that needs addressing to ensure women are equally represented in decision-making positions



"While we have made commendable progress in several areas, there remains a need for continued efforts and targeted strategies to achieve our gender diversity and inclusivity goals, particularly in leadership and managerial positions."

Inês Reis  
Global Delivery HR Lead for DEI, Human Rights, Wellbeing & Engagement



## Actions

Every year, we celebrate International Women’s Day on 3rd March. It is an opportunity to celebrate the social, economic, cultural, and political achievements of women, and with a Fujitsu twist to promote greater participation of women in technology fields. Our 2024 celebration included a global photo campaign with all colleagues under the #InspireInclusion theme. You can see a selection below of hundreds of photos that were submitted.

This empowerment was also achieved through activities where all genders were brought together throughout the year, to share knowledge and understanding on **gender-based global challenges:**

- **Movember:** raising awareness about men’s mental health as well as prostate cancer
- **Reinventing Myself:** a discussion group for men focusing on being better allies and on personal development

Fujitsu had the opportunity to participate in several **external forums** with a focus on gender, to learn from others in the industry and share our best practice:

- **Poland:** Perspektywy Women in Tech Summit, the Association of Business Service Leaders Katowice Chapter Meeting, and “No Women = No Code” as part of Join IT in Łódź business group
- **India:** Nasscom Women Product Champions’ Roadshow in Pune, and National Commission of Women Conference in cooperation with Inclusional consultancy firm

In **India specifically**, we have dedicated time to developing a best-practice approach to gender inclusion. Specific actions that our team have implemented include:

- **Safe Workplaces:** Facilitating free safe transport for female employees working night shifts, to improve safety and provide support for career progression
- **Family Leave Policy:** Amended the Paternity Leave policy, increasing from national 5 working days to 2 weeks leave and 1 week Work from Home post-leave
- **Prevention of Sexual Harassment Policy (PoSH):** extended to cover all genders, and includes training sessions for all employees

*No Women No Code event, Poland, September 2023*

To further support women in leadership roles, we have developed a mentoring program called Inspire – the Women’s Learning and Mentoring Circle. Now in its 3rd edition, this program comprises 28 female participants, and aims to enhance women’s knowledge and



Supply Chain, Compliance and OHS Pillars  
Summary



Supporting Our Employees through Health &  
Safety



World Day for Safety and Health at Work

# Supply Chain, Compliance and OHS Pillars Summary

These 3 Pillars of the Global Delivery Unit Responsible Business Program (GRiP) are closely interlinked. Through our activities in Compliance, Operational Health and Safety, and Supply Chain, we aim to be known as a trusted technology organization where employees are safe, healthy, and enabled to work.

The strategic goals of these 3 Pillars are to drive growth and operational excellence across Fujitsu globally:

- We operate in an ethical and transparent manner, driven by the principles of the [Fujitsu Way](#), our corporate philosophy
- We set high standards in our value chain to ensure continued growth and sustainability
- We maintain strong governance structures and undertake continual reviews of corporate governance
- We also ensure high quality supply chain management through traceability and diversity targets and processes

During 2023, we were able to achieve many significant goals across the 3 Pillars, as you can see below.



We are proud to maintain our ISO standards across our global offices, we hold the following certifications:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 20001 IT Service Management
- ISO 27001 Information Security Management
- ISO 45001 Occupational Health and Safety Management (India and Portugal only)

Across Fujitsu Global Delivery Unit, we recognize the importance of Lean Management practices, and we follow the Fujitsu Lean Methodology known as 'Kōjō.' This is part of our Continuous Service Improvement practices that aims to equip all Fujitsu employees with the right mindset, processes and tools for continuous improvement and capturing innovative ideas.

# Supporting Our Employees through Health & Safety

The Fujitsu Group has a duty of care to provide and maintain a safe and comfortable working environment and promote employees' mental and physical health in every workplace. We are guided by the [United Nation's Sustainable Development Goals](#), particularly SDG 3: Good Health and Wellbeing, SDG 8: Decent Work and Economic Growth, and SDG 16: Peace, Justice and Strong Institutions.

We have an Occupational Health and Safety (OH&S) Leadership Forum in Global Delivery that meets three times a year, with senior leadership from across our global offices attending. The objective of this Forum is to bring together all the stakeholders to monitor and review OH&S performance within the company. We use this forum to review our strategic goals, performance, and continuous improvements for safety and health activities at a country and regional level. This fosters a culture that does not abide occupational accidents in the workplace.



We have a dedicated team of OHS professionals who hold Institution of Occupational Safety and Health (IOSH) membership, and who are ISO 45001 Lead Auditor trained, to support our diverse group of employees wherever they are working at locations across the world. We have ISO 45001 certification in India and Portugal and continue to expand the scope of its application for other countries as well.

We continue our collaboration with the [International Labour Organization](#) (ILO) and the [Institution of Occupational Safety and Health](#) (IOSH), as well as maintaining health and safety certifications, awards, and memberships, including the **RoSPA Gold Award** (three consecutive years), **Risk Excellence Award**, and **OHRIS Award**.

In early 2024, we were very happy to be awarded Distinction in the British Safety

# World Day for Safety and Health at Work

Every year on 28<sup>th</sup> April, we commemorate World Day for Safety and Health at Work, to promote the prevention of occupational accidents across our global locations. We look to cover physical, mental, and social well-being of our colleagues.

This year's event included a major awareness campaign on reporting hazards, accidents, and incidents. We also provided guidance on the challenges of working from home, shift work, and lone working. Our team in Poland has developed a very exciting virtual reality experience for fire safety training, that makes the education experience not only more engaging, but is also more informative.

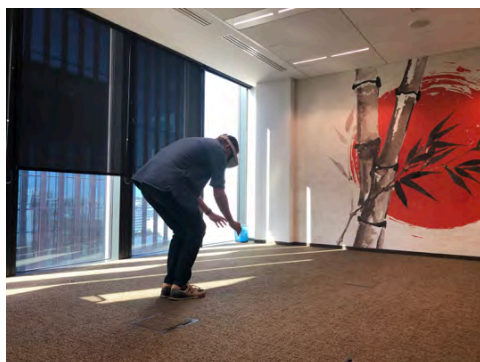


We are proud of our Occupational Health and Safety achievements over the last 12 months, our refreshed General Safety Awareness training and Risk Profiler was well received with each country reaching over 95% completion.

As part of supporting our strategic goals, World Safe Day events and India Safety Week were very well supported, to further enhance our employee engagement and the working environment for all employees.

**Simon Head, Head of International Occupational Health and Safety**

In 2023 our people across Fujitsu Global Delivery completed General Safety Awareness online training. This includes the “Safety Awareness World” and “City Safety Challenge,” where we explore different work environments from across the world to improve understanding and management of Occupational Health and Safety risks in the workplace.



The pictures present a Poland GDC employee going through the fire and safety VR training.



## Supply Chain, Compliance and OHS Pillars Summary



Compliance Week



## Responsible Procurement at Fujitsu

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# Compliance Week

Across our global operations, we designated the week from December 11th to 15<sup>th</sup> as **Fujitsu Compliance Week**, in line with the United Nations established International Anti-Corruption Day. The importance of this week was highlighted with an all-employee message from our CEO, Takahito Tokita, encouraging all employees to prioritize trust in all our actions.

Fundamental to our approach to compliance is the [Fujitsu Way](#). This is made up of 3 parts:

1. **Our Purpose:** Why Fujitsu exists in society – our Purpose is **to make the world more sustainable by building trust in society through innovation**
2. **Our Values:** The important sense of value each person should have – at Fujitsu this is a critical action cycle of **Aspiration, Trust, and Empathy**
3. **Code of Conduct:** What all employees should comply with, including respecting human rights, complying with regulations, acting with fairness, maintaining confidentiality, and protecting and respecting intellectual property



Additionally, employees must complete the annual Compliance Awareness eLearning, ensuring consistency in our approach across geographies and guaranteeing that Fujitsu’s values and local laws are respected throughout the organization.

More information can be found here: [Fujitsu Global Business Standards](#).

# Responsible Procurement at Fujitsu

For Fujitsu Group, 'responsible procurement' means embracing diversity and giving full consideration to human rights, the environment, and health and safety.

Fujitsu has been a member of [Responsible Business Alliance](#) since 2017. This is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. At Fujitsu we take on this responsibility to go beyond legal compliance to advance environmental and social standards as part as part of our corporate Purpose – “to make the world more sustainable by building trust in society through innovation.”

The Fujitsu Group also takes an active role in the programs and initiatives of the Japan Electronics and Information Technology Industries Association (JEITA) and works to promote socially responsible procurement in the industry.

## Relevant Policies

1. Fujitsu has a [Sustainable Procurement Policy](#) that was revised in 2023 to transform our views from company-based CSR to social-based sustainability. It is redesigned for suppliers to refer in accordance with their categories of business, and places significant importance on advancing diversity and inclusion
2. Fujitsu has a policy to exclude any conflict minerals (tantalum, tin, gold, tungsten and cobalt) from products, components and supply chain. For more information, please access the [Fujitsu Group Policy on Responsible Minerals Procurement](#)
3. The Fujitsu Group works with suppliers to promote green procurement activities, targeting the reduction of CO2 emissions, and water risk assessments. More information can be found in the [Fujitsu Group Green Procurement](#) document





Introduction to SDGs and their Importance in the Corporate Sector



SDG Communities 絆 Driving Global Employee Engagement



Fujitsu's Journey Towards a Culture of Wellbeing



Empowering Positive Change: Transforming Ideas into Impact through the SDGs

# Introduction to SDGs and their Importance in the Corporate Sector

In today's globalized world, the importance of the [Sustainable Development Goals](#) (SDGs) in the corporate sector cannot be overstated. These 17 goals, set by the United Nations, serve as an universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. Businesses worldwide are increasingly aligning their strategies and operations with these goals, recognizing the role that SDGs have in driving sustainable development. Through the Fujitsu Global Delivery Responsible Business Program, we created a project called "SDG Communities 絆". This is a virtual, employee-driven platform that brings together colleagues from across the world to contribute to a common cause. It is designed to promote awareness and encourage discussions about SDGs across Fujitsu globally.

## Why is it Important for Corporations to Discuss the SDGs?

Modern corporations play a key role in discussing and addressing the SDGs. Fujitsu does so with the objective to raise awareness about pressing global issues including climate change, poverty, inequality, and injustice, and to inspire our employees and stakeholders to act towards these goals. We look to foster a sense of corporate citizenship and responsibility. In essence, it is all about **leading the way in creating a more sustainable and equitable world.**

## What is the SDG Communities 絆 Program?

The SDG Communities 絆 is a global, virtual community hosted on Viva Engage (an internal social media platform provided by Microsoft). It provides all Fujitsu colleagues with the opportunity to make a positive, personal impact on the SDGs and the Fujitsu Purpose.



The name incorporates the Japanese kanji pronounced 'Kizuna', which means strong bonds and connections. This reflects our objective – to bring together employees from across the world to share their passions and address global challenges to create a better, more sustainable future for all. Through our 17 SDG-oriented groups, we collaborate with thousands of Fujitsu colleagues worldwide, all sharing the same goals and ideals. With 3 years of the program behind us, we know that it can spark change and make a significant difference in the world.

## [SDG Communities 絆 introduction video](#)

The SDG Communities 絆 program empowers our employees to bring their personal passions into the workplace, and to deliver on Fujitsu's Purpose in their daily work. Since we launched in January 2021, the program has expanded to include over 9,000 employees worldwide.

Our success is not just about numbers, but about the commitment and participation of colleagues across the world – with huge global impact. We amplify the power of each employee through connection, and utilize the diverse perspectives within the SDG Communities 絆 to create innovative solutions.

For more insight, please watch a few of the 17 videos explaining how Fujitsu gives voice to the SDGs:

[SDG Communities 絆 | SDG 1: No Poverty – YouTube](#)

[SDG Communities 絆 | SDG 2: Zero Hunger – YouTube](#)

[SDG Communities 絆 | SDG 3: Good Health and Well-Being – YouTube](#)

# SDG Communities 絆

## Driving Global Employee Engagement

The SDG Communities 絆 program has transformed our approach to global employee engagement. With active participation of employees from 35 countries, the program encourages alignment and engagement between Fujitsu's large global workforce and the broader SDG challenge.

The SDG Communities 絆 program cultivates a culture of learning and sharing, offering our employees a platform for innovation. In allowing our employees to explore their personal passions in the workplace, it inspires our colleagues to conceive and develop unique ideas beyond their regular job scope and geographical location. The program unites employees from diverse backgrounds and experiences, fostering collaboration and creativity towards positive outcomes for the SDGs.

The SDG Communities 絆 program has revitalized the workplace through expanding organizational identity, which is directly related to financial performance and closely linked with customer satisfaction. Additionally, the program has had ripple effects externally, with positive impacts on the SDGs across all locations where there is a Fujitsu office. It has been recognized by Gartner as substantial and industry-leading: the program provides space and means to design new business as well as voluntary actions, and fosters new norms and ways of working.



Events hosted through the SDG Communities 絆 serve as platforms for dialogue, collaboration, and innovation, giving all employees the opportunity to have personal impact on the SDGs and further reinforcing Fujitsu's global commitment to "Make the world more sustainable by building trust in society through innovation". The program brings the Fujitsu Purpose to life.

By providing a platform for global collaboration and innovation, the SDG Communities 絆 program is not just driving global employee engagement at Fujitsu; it's shaping a more sustainable future for us all.

# Fujitsu's Journey Towards a Culture of Wellbeing

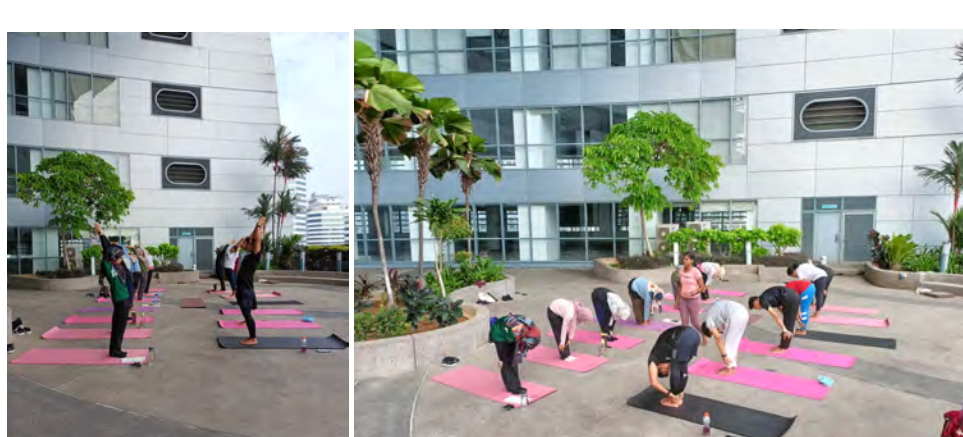
At Fujitsu, we cultivate an environment where every employee feels valued, empowered, and inspired to contribute with their unique talents. This isn't just about offering traditional benefits; it's about culture of wellbeing that fuels both individual growth and collective progress. We know that when employees feel connected to a larger purpose, they are more engaged, motivated, and ultimately, happier. This is one of our key objectives as part of Global Delivery Unit Responsible Business Program.



The SDG Communities 絆 program empowers our colleagues to connect their passions with the United Nations Sustainable Development Goals (SDGs). It brings together employees from across the globe who share a common commitment to making a positive impact. We are constantly exploring new ways to create a more supportive and fulfilling work environment. This includes initiatives that promote:

**Work-life balance:** We understand that a healthy work-life balance is essential for employee wellbeing. Through the SDG Communities 絆, we offer a range of programs and resources, including:

- **Yoga and meditation:** These sessions provide a space for employees to de-stress, improve focus, and cultivate mindfulness
- **Origami, painting, singing, and dancing workshops:** These hands-on sessions provide a creative outlet for team-building and building community
- **Interactive sessions:** These sessions allow employees to disconnect from their day-to-day work and engage in fun, collaborative, virtual activities



**Open dialogue and discussion:** Creating a space for connections across geography, language, job role and seniority level; allowing colleagues to connect through shared interests:

- **Open Coffee Talks:** These informal gatherings create a space for open dialogue and connection, allowing everyone's voice to be heard
- **Culture sessions:** We host sessions dedicated to understanding and appreciating the diverse cultures within our workforce, fostering inclusivity
- **Recurring topic sessions:** These sessions align with employees' passions, allowing them build relationships beyond their immediate team

**Sustainability focus:** Workshops and discussion groups that emphasize learning about and taking actions for a more sustainable world:

- **Sustainable ideas workshops:** These workshops encourage employees to explore and implement sustainable practices at home, promoting personal responsibility and global awareness
- **SDG-focused learning sessions:** These sessions provide employees with a deeper understanding of the SDGs and how they relate to our work, while growing new

# Empowering Positive Change: Transforming Ideas into Impact through the SDGs

Fujitsu's SDG Communities 絆 program is not just about fostering global conversations around the United Nations' Sustainable Development Goals (SDGs); it is about making these dialogues tangible and impactful as well. By empowering our employees to transform ideas into reality, we drive positive change.

## Driving culture

Fujitsu's SDG Communities 絆 program is a set of 17 global, virtual communities that bring employees together based on sustainability topics that they are passionate about. Through this, we drive a culture of sustainability throughout our business and increase employee knowledge about the SDGs. Some highlights include:

- **Regional collaboration:** The SDG Communities 絆 program facilitates collaborative events among regions of Fujitsu, enhancing sharing of ideas and best practices. This fosters a more inclusive work environment by building a culture of open conversations and embeds this across the business
- **Promoting gender equality:** We actively promote gender equality by fostering open discussion about gender issues, and we openly share information and data to raise awareness. This commitment to dialogue, education, and empowerment creates a more equitable workplace
- **Enablers:** Each of the 17 Communities has one or more 'Enablers' managing the channel. Enablers act as the learning voice for their respective SDGs, guiding colleagues to learn about how we can tackle all 17 SDGs, and empowering colleagues to become agents of change
- **Pride Network:** The SDG Communities 絆 program has been instrumental in growing the reach of our LGBTQIA+ Pride Network across Fujitsu, providing a platform for friendly dialogue and building inclusion



## Driving action

We know that it is also important to move from the virtual realm into the real world, and to make impact where we live and work. Our employees take the knowledge they gain as members of the SDG Communities 絆 and implement it for positive impact for society and environment. Here are a few ways we have been driving real-world impact:

- **Slow Food:** An initial webinar on '[Slow Food](#)' hosted by "SDG 12: Responsible Consumption and Production" sparked an idea for colleagues in Portugal and Philippines to collaborate on in-person events in these 2 locations. The objective of this project was to promote local, small-scale food producers and the biodiversity benefits of this approach
- **The Trash Traveler:** A virtual employee contest led to a partnership with Andreas Noe who is also known as the [Trash Traveler](#). Colleagues in Portugal have since been able to support several beach cleanup events and creative initiatives to fight plastic pollution in Portugal
- **China's SDG Curriculum:** Colleagues in our China offices used knowledge of SDGs to create engaging content for education of young people. They have delivered this to partner schools across the country. This was enabled by discussion with colleagues

# Get A GRIP and Make a Positive Impact

## Global Approach

Sustainability is fundamentally important for Fujitsu globally. It is called out in the [Fujitsu Purpose](#): to make the world more sustainable by building trust in society through innovation, and is embedded throughout our value chain. It is central to how we work as a globally responsible business.

Fujitsu's [Value Creation Model](#) visually shows how we achieve our Purpose, and bring responsible business to all aspects of value that Fujitsu creates, helping to build a better future for customers and for society. Reflecting the newly established materiality, our vision for 2030 is to be "a technology company that realizes net positive through digital services".

Fujitsu has an 89-year history of being a responsible business, consistently featuring in the Dow Jones Sustainability Indices (DJSI), the FTSE4Good Index Series, the UN Global Compact 100, and being awarded 'A' ratings from CDP. On the [External Recognition page](#) you can read more about our awards.

"Responsible Business is core to the ethos of Global Delivery Unit. It makes a difference for Fujitsu as a place to work, and importantly it makes a difference to the countries in which we operate"

Regina Moran  
Senior VP, Head of Global Delivery



## Global Delivery Responsible Business Approach

Through the Global Delivery Unit Responsible Business Program, known as GRIP, our 21,000 colleagues across the world are able to participate in leading the change to a better and more sustainable tomorrow.

We believe in the power of bringing together diverse perspectives under a common goal, to drive transformational change for our customers and in the world. In working collaboratively with our colleagues, with community and charity partners, and with our customers and business partners, we believe that **we can solve the most difficult social and environmental challenges.**

We use the United Nations Sustainable Development Goals (SDGs) as our framework to accomplish positive change, and we harness the passion and diversity of our employees to drive innovation for the Goals. We embed the SDGs in all our responsible business activities, as you can see highlighted in each article in this Annual Report.

We drive sustainability through wide-ranging collaboration projects, and by integrating the knowledge and insights from our customers across industries. With Fujitsu's strengths in digital technologies, we look to **accelerate both digital transformation and sustainability transformation**, and together create a more sustainable society.



Thank you to the GRIP Teams across Global Delivery for their dedication and passion!

Below you can view a list of the GRIP team members across the Fujitsu Global Delivery Centers:

- Aini Yang / 杨艾妮**  
Responsible Business Country Lead;  
Environment Lead; Community Lead;  
Wellbeing Lead; SDG Lead
- Shuchun Rao / 饶淑春**  
Responsible Business Deputy Country Lead
- Menglu Han / 韩梦露**  
Environment
- Man Song / 宋曼**  
Community
- Hanwei Duan / 段涵薇**  
Human Rights, Diversity, Equity and Inclusion
- Kang Tian / 田康, Rui Zhang / 张瑞**  
Occupational Health and Safety, Compliance and Supply Chain
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Responsible Business Country Lead;  
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Community
- Nohelia Grijalba, Loren Aguilar**  
Wellbeing
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- Shailesh Jain**  
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- Dinkar Patil**  
Responsible Business Country Lead;  
Community
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Environment
- Priyanka Rohom**  
Community
- Sharayu Kavitkar, Tanvi Pinge**  
Wellbeing
- Brijesh Deshmukh**  
Human Rights, Diversity, Equity and Inclusion
- Megha Kulshreshtha, Chhatrapati Joshi**  
Occupational Health and Safety, Compliance and Supply Chain
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Responsible Business Executive Sponsors
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Environment; Community; Human Rights, Diversity, Equity and Inclusion
- Dixon Siu / S i u D i x o n**  
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Environment
- Hidehiro Shirai / 白井英大**  
Community; Wellbeing
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Responsible Business Country Lead
- Tharmesh Krishna Kumar**  
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Community
- Yusuke Kozai, Fatimah Aini Nabila Binti Husain, Shaminii Durga Mohan**  
Wellbeing
- Adeline Sze Hwah Tan, Nor Azmal Azlini Binti Aziz**  
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- Geraldine Mabale**  
Local Executive Sponsor for Community
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Local Executive Sponsor for Wellbeing
- Yza Angela Turingan**  
Wellbeing
- Marie Ann Chang**  
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- Katarzyna Ploch**  
Community
- Marek Karweta**  
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Human Rights, Diversity, Equity and Inclusion
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Occupational Health and Safety, Compliance and Supply Chain Lead

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- Sara Kowalska**  
Head of Environmental Impact
- Liliana Pereira**  
Responsible Business Lead
- Christian Porras**  
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- Michal Kaczmarek**  
Responsible Business Technical Lead
- Tiago Albuquerque**  
Interim Responsible Business Data and Reporting Coordinator