

Modern Slavery Statement

Fujitsu Australia Ltd




For the Reporting Period
1 April 2024 – 31 March 2025

This statement was submitted to the Australian Government Attorney-General's Department on 22nd September 2025. It has not yet been approved or published on the Modern Slavery Statements Register.

Fujitsu-Public

FUJITSU



Fujitsu acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business.

We pay our respects to Ancestors and Elders, past and present. Fujitsu is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Artist: Samantha Campbell

CEO Foreword

I am proud to present Fujitsu Australia's sixth Modern Slavery Statement for the Financial Year (FY) 24 (April 2024 – March 2025). This statement not only demonstrates our progress over the past year but also enshrines our ongoing commitment to uphold the human rights of all people in our value chain through our comprehensive risk-based approach.

Fujitsu's commitment to eliminating the exploitation of workers is reinforced by our purpose to make the world more sustainable by building trust in society through innovation. This FY24, we've refined our supplier risk assessment questionnaire to more rigorously evaluate the modern slavery prevention mechanisms and due diligence obligations of suppliers across the Asia Pacific.

We are pleased to once again confirm that none of our suppliers reported having any convictions of human rights breaches including modern slavery. Most critical and major suppliers also disclosed that they perform due diligence when engaging new suppliers. We will continue to work with all our suppliers to implement policies and procedures to combat modern slavery risks, expanding on the network of like-minded businesses we work with to uphold upmost respect for human rights.

This year, we broadened our stakeholder engagement across our sphere of influence to promote best practice in collaboration with our customers, our controlled entities and civil society.



Finally, we are reviewing and uplifting our current policies, practices, tools and platforms as required to ensure Fujitsu's modern slavery risk management framework remains in alignment with best practice.

I invite you to read more of this year's notable achievements and our plans for action-taking against the violation of human rights going forward.

The Board of Fujitsu Australia Limited have approved this Modern Slavery Statement on 17th September 2025.

Peter Grassi
Fujitsu Oceania CEO



**Modern Slavery
Statement**

For the Reporting Period
1 April 2024 – 31 March 2025

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About this Statement and the Reporting Entity

This is the consolidated Modern Slavery Statement of Fujitsu Australia Limited (Fujitsu Australia or We, Us or Our) (ABN 19 001 011 427) which has been prepared pursuant to the Modern Slavery Act 2018 (Cth) (the Act).

Fujitsu Australia was incorporated in New South Wales, Australia in 1972, as FACOM Australia Limited (FACOM – Fujitsu Automatic Computer) and changed its name to Fujitsu Australia Limited, in 1985. It currently has its registered office at Level 5, 345 George Street, Sydney, New South Wales.



Company Overview

Fujitsu Australia Limited is a wholly owned subsidiary of Fujitsu Limited (Japan), a leading Information and Communication Technology (ICT) company offering a full range of ICT capabilities.

Since being founded in Japan in 1935, we have continued to demonstrate our technological prowess and persistent pursuit of innovation. As a world-leading digital transformation partner, our business structure is aligned with the modern digital world.

Using a wide portfolio of trusted technology services, solutions and products, we work with our customers to co-create solutions that help them on their journey to enterprise-wide digitalisation.

At the same time, we are using technology and working with our customers and wider ecosystem partners to help solve social issues. By making a contribution to the [United Nations Sustainable Development Goals](#) we are helping to transform our world and build an inclusive, sustainable and trusted society.

Fujitsu delivers services to our customers in over 100 countries, combining global expertise with local market knowledge to deliver optimised solutions. With a significant presence in Oceania (operating in the Oceania region for 50+ years), Asia, Europe,

the Middle East, North America, and South America, our worldwide footprint allows us to leverage best practices from diverse regions, adapting strategies to different regulatory environments and requirements.

As of 31 March 2025, Fujitsu Limited and its 271 consolidated subsidiaries and 15 equity-method affiliates throughout the world (including Fujitsu Australia), Fujitsu Group employs approximately 112,000 people who help our customers from more than 50 countries and regions across the world. Fujitsu Limited reported consolidated revenues of 3.55 trillion yen (~\$24B USD) for the fiscal year ended March 31, 2025. Fujitsu Limited is listed on the Prime Market of the Tokyo Stock Exchange (TYO: 6702).

- [Our Business : Fujitsu Global](#)
- [Fujitsu Integrated Report 2024 | Fujitsu Global](#)
- [Materiality | Fujitsu Global](#)
- [Value Creation Model : Fujitsu Global](#)



Photo credit: Adam Constanza - stock.adobe.com

Company Operations

At Fujitsu, we are at the forefront of digital transformation, providing a wide range of services and products designed to help organisations innovate, optimise operations, and improve customer experiences. Our expertise spans cloud services, artificial intelligence (AI), data analytics, cybersecurity, and the Internet of Things (IoT), enabling businesses to leverage cutting-edge technologies.



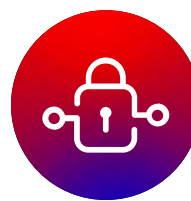
Cloud services



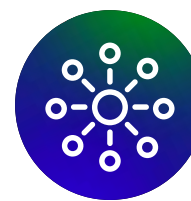
Artificial intelligence



Data analytics



Cyber Security



Internet of Things (IoT)

We help our clients modernise IT infrastructures, streamline processes, and make data-driven decisions, ultimately driving efficiency and growth.

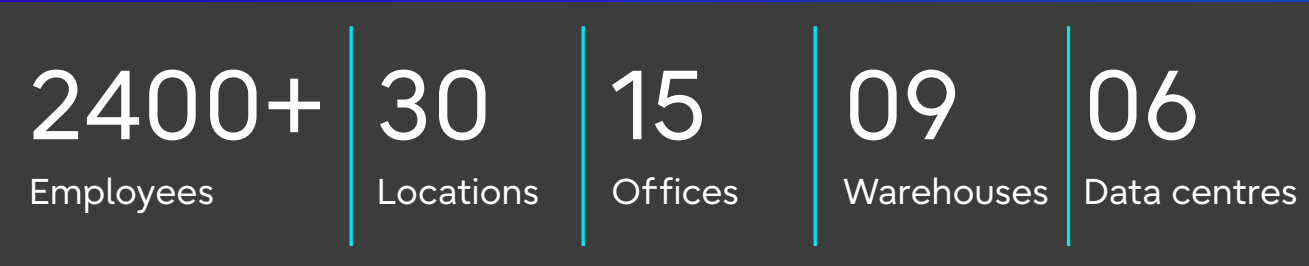


We also offer comprehensive solutions for sustainability, supporting businesses in reducing their environmental impact through green IT initiatives. With a global reach and deep industry knowledge, we provide tailored solutions that meet the specific needs of government, healthcare, finance, manufacturing, and retail sectors, helping our clients stay agile and achieve their long-term goals.

Fujitsu’s geographic spread enables us to support the distributed nature of many of our client environments such major retailers, utilities, banks and transport organisations. We have invested significantly in our region including Australia’s fastest supercomputer and the most powerful supercomputer in the southern hemisphere, state-of the-art data centres and a local cloud offering that caters for the unique needs of organisations in Australia and New Zealand.

Organisational Structure

Fujitsu Australia is the primary trading entity of Fujitsu operating in Australia and New Zealand. Fujitsu Australia reported consolidated revenues of more than \$1.0B AUD for the fiscal year ended 31 March 2025.



Peter Grassi
CEO Oceania



Scott Mortimer
VP, Head of Legal and Reputation



Angela Fletcher
VP, Head of People, Purpose and Culture



Chandima De Alwis
VP, Head of Finance



Richard Zwar
VP, Head of Delivery



Chris Jones
VP, Head of Operations



Jo Healey
VP, Head of Customer

Fujitsu Australia at a Glance

A trusted digital transformation partner for over 50 years in Australia and New Zealand.

1972

Fujitsu has been operating in Australia since 1972.



39

alliance partners, 4 global and 35 regional.



10.7m

spent with First Nations owned businesses since 2017.



4th

largest IT services provider in Australia and New Zealand.



2400+

team members.



900+

corporate customers.



Gadi

is the most powerful supercomputer in the southern hemisphere.



100%

renewable electricity usage in New Zealand in FY24.



43%

of Australian electricity consumption purchased from renewable sources in FY24.



Part 2

Operations and Supply Chain

Our Operations

Fujitsu Australia is a leading service provider of business, information technology and communications solutions. As one of the largest ICT companies in the Australian and New Zealand marketplace, we partner with our customers to consult, design, build, operate and support business solutions.

From strategic consulting to application and infrastructure solutions and services, Fujitsu Australia and New Zealand has earned a reputation as the single supplier of choice for leading corporate and government organisations.



Digital transformation partner

- From mainframe computing to cloud, security, data and enterprise solutions, we've consistently delivered innovative solutions that drive business success.
- We support our public sector clients - at federal, state, and local levels to deliver mission critical services and foster meaningful citizen connection.



Research and innovation: More than technology

We invest AUD\$1 billion in research and development worldwide every year, delivering ground-breaking solutions in:

- AI and automation
- Cyber security
- Data and the cloud
- Digital workplace



Championing purpose-led sustainability and inclusion

- Fujitsu operates through a purpose-led value creation model, showcasing excellence in caring for people, planet and equitable prosperity through our trusted digital solutions.
- We collaborate with our stakeholders to address their most pressing challenges.



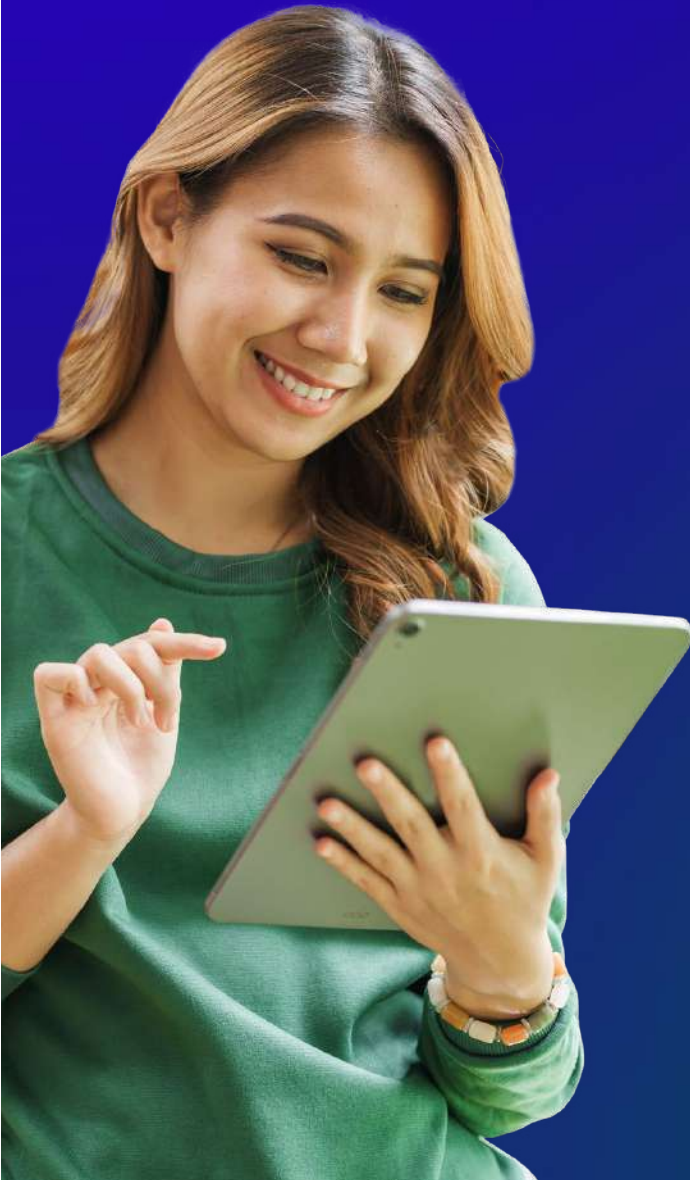
As part of Fujitsu's continuous expansion strategy, Fujitsu Australia has acquired Versor, oobe, InPhySec, Enable and MF & Associates in recent years.

- **Versor**, a data analytics specialist management consultancy company, was fully integrated into Fujitsu Australia during Financial Year 2023.
- **oobe**, a digital security solutions provider with a product portfolio that spans modern workplace, desktops, apps, data, cloud and cyber. oobe was fully integrated into Fujitsu Australia during Financial Year 2024.
- **InPhySec**, a market-leading cyber security consulting provider in New Zealand. It is recognised for its Intelligence-led security, providing Managed Security Services, Security Consulting, Technical Security and Physical Security. InPhySec was fully integrated into the Fujitsu New Zealand business during Financial Year 2024.
- **Enable**, a professional services company have dedicated practices of certified and experienced business consultants across Customer Service Experience, IT Transformation, Employee Service Experience and Integrated Risk Management. Enable Australia and Singapore subsidiary were fully integrated into Fujitsu Australia during Financial Year 2024.
- **MF & Associates**, a Canberra-based company, whose strong dedication to fostering an inclusive and empathy-led workforce is making a difference for its clients across management, technology and cyber security consulting. MF & Associates aims to be the most trusted and ethical consulting organisation, doing good work for its clients and doing right by its people. MF & Associates was fully integrated into Fujitsu Australia during Financial Year 2024.

All new businesses have since adopted Fujitsu's governance framework, follow the same modern slavery protocols, and comply with Fujitsu's promises to eradicate any modern slavery practices where possible and uphold human rights compliance.

Fujitsu Australia outsources several of its functions to Global Delivery Centres (GDCs): Weserv Philippines and Fujitsu Consultancy India. Though GDCs are separate legal entities, all Fujitsu group companies sign up to the 'Fujitsu Way' and comply with Fujitsu Corporate Social Responsibility initiatives. Fujitsu Global Compliance oversees the implementation of the compliance framework across the Fujitsu Group.

In Financial Year 2024, Fujitsu reinstituted a local management structure for Oceania (Fujitsu Australia and New Zealand) and ASEAN+I which had previously been operating under an Asia Pacific (APAC) model. Moving forward Fujitsu Australia will continue its engagement with colleagues in ASEAN+I and other regions globally to promote initiatives to mitigate modern slavery risks in their respective operations and supply chains. Such collaboration initiatives will continue to be included in modern slavery statements from time to time as relevant to Fujitsu Australia.



ServiceNow Practice

We enable you to create value at speed through ServiceNow.

Digital Workplace

Enabling great experiences to support your style of working.

Data Centre and Hosting Services

Secure. Flexible. End-to-end excellence.

Workforce Management

Future proof your workforce.

Deployments and field services

Lifecycle maintenance of IT assets.

Consulting

Creating strategies and roadmaps to enable Digital Transformation.

SAP Practice

Accelerating your business capabilities.

Human-Centric Exerience Design

Driving sustainability transformation through design thinking.

Cyber Security

We provide protection for your peace of mind.

Agile Transformation

The future of transformation is agile.

Data & AI

Unlock the value of your data.

Cloud and Hybrid IT

Delivering an adaptive organisation.

Business Applications

Taking your enterprise applications into the digital era.

Our Expertise, Your Transformation

Fujitsu stands as a leader in innovation and reliability. We empower businesses with comprehensive technology solutions, spanning consulting, cyber security, data, AI, cloud, modern workplace, SAP, ServiceNow, and managed services.

Our Partners and Alliances

Fujitsu Australia and New Zealand partners with a range of industry leading technology vendors and other organisations to deliver best-in-class solutions to our customers.



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Our Supply Chain

Fujitsu Australia’s supply chain consists of intercompany and third-party suppliers. Intercompany suppliers include Fujitsu Japan which supplies our Fujitsu branded products, and WeServ and Fujitsu Consultancy India, who support operational services.



Fujitsu Australia transacted with over 1200 third party suppliers (excluding intercompany transactions) with a total annual spend of over \$530M AUD in FY24. Almost 95% of our spend was with suppliers located in Australia and New Zealand.

Our suppliers are classified into different tiers to determine suitable candidates for strategic relationships and apply the supplier management process. [Supplier Segmentation](#) is a systematic way of prioritising our suppliers based on the types of products and services sourced, how much we spend with them and how critical they are to our business.

To support our operations and business, we engage with suppliers across a wide and diverse range of industries. Our suppliers are categorised as follows:

Hardware

Proportion of spend

34%

Summary of category
Computer hardware and IT equipment purchased for resale or to assist Fujitsu Oceania with providing IT services to its customers.

Primary country sources
Australia, New Zealand, and China

Software

Proportion of spend

12%

Summary of category
Software that is purchased for reselling or licensed to assist the business with the IT services we provide to our customers.

Primary country sources
Australia, New Zealand, Singapore, Ireland and USA

IT Services

Proportion of spend

19%

Summary of category
IT service suppliers are engaged to support us in delivering business process, application, and infrastructure services to our customers during IT design, build, and run phases.

Primary country sources
Australia, New Zealand, United Kingdom, USA and Canada

Facilities and Property

Proportion of spend

11%

Summary of category
Cleaning, security, facilities management, maintenance and repair, and waste management.

Primary country sources
Australia and New Zealand

Corporate services

Proportion of spend

9%

Summary of category
Travel, accommodation, telecommunication, human resources and legal services.

Primary country sources
Australia and USA

IT Contractors

Proportion of spend

12%

Summary of category
Specialist contractors to assist the business with the IT services we provide to our customers.

Primary country sources
Australia and New Zealand

Professional Services

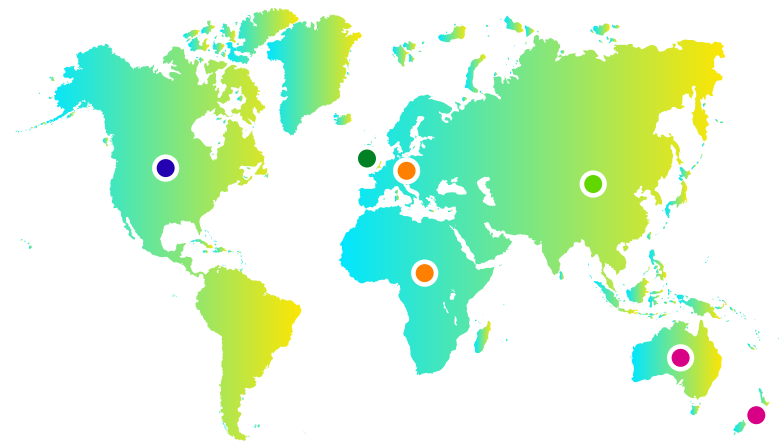
Proportion of spend

3%

Summary of category
Advisory services provided to Fujitsu and its customers.

Primary country sources
Australia and New Zealand

3rd Party Supplier Spend



Australia and New Zealand

Suppliers	% of Grand Total
1100	94.8%

North America

Suppliers	% of Grand Total
60	2.3%

World (total)

Suppliers	% of Grand Total
1224	100%

Asia

Suppliers	% of Grand Total
25	1.4%

UK and Ireland

Suppliers	% of Grand Total
24	1.3%

Europe and Africa (exc. UK and Ireland)

Suppliers	% of Grand Total
15	0.2%

Identifying Modern Slavery Risks

Within our Operations

As an Information Technology service provider with a predominately professional services workforce, the modern slavery risk assessment result of our internal business operations is low. Fujitsu Australia upholds the Australian National Employment Standards and ensures compliance with all aspects of the Fair Work Act 2009 (Cth), Employment Relations Act 2000 (NZ) and any industrial instruments, including modern awards, that may cover our staff's minimum entitlements.

We have outsourced several activities to Fujitsu Global Delivery Centres (GDCs), including support and reporting functions. Though the GDCs are separate legal entities not owned by Fujitsu Australia, we have service agreements in place with all intercompany engagements to minimise risk exposure. Engagements with these entities are integrated into Fujitsu Australia's operating structure and managed as part of normal working operations. As part of the Fujitsu Group, the GDCs fully comply with Fujitsu Group policies and protocols.



Within our Supply Chain

We understand that Fujitsu Australia may be directly or indirectly exposed to risks because of our activities in general, mainly through our supply chain.

We may be exposed to modern slavery risks in two key areas: third-party engagement and geographic location.



Third-party engagement

Third-party supplier risks arise when goods or services are procured from suppliers who engage in unethical practices such as child labour, forced labour, or the use of materials that are not responsibly sourced.




Geographic location

Geographic risks are present when suppliers operate in, or source materials from, regions identified by international or non-governmental organisations as having a high prevalence of modern slavery.


Category Risk Assessment

Fujitsu, utilising our category risk rating assessment, has assessed the supplier categories engaged that are at high-risk of having modern slavery practices take place in our supply chain by:




Category Risk:

Overall assessment of risk for the category taking into account relevant Product, Labour, and Geographic Risks




Product Risk:

The presence of Conflict Minerals within manufactured products for use by Fujitsu or its customers. Minerals classified under this definition include tantalum, tin, gold, tungsten and cobalt.



Labour Risk:

The risk of workers being exploited in the manufacture of products or delivery of services. This includes the higher likelihood of exploitation of migrant and low-skilled workers engaged.



Geographic Risk:

Mapping the locations of Fujitsu supplier operations according to the [Walk Free Global Slavery Index](#) and [Transparency International's Corruption Perceptions Index](#).

Sourcing Categories		Category Risk	Product Risk (Conflict Minerals)	Labour Risk	Geographic Risk (Fujitsu Supplier Pool)
Hardware	Computer and IT Equipment	High	High	High	High
Software	Program Licenses	Low	-	Low	Medium
IT Services	Process, Application, Infrastructure Services	Medium	-	Medium	Low
Facilities and Property	FM, Security, Maintenance	Medium	Low	Medium	Low
Corporate Services	Travel and Telco, HR, Legal	Low (Medium for Telco)	Low (High for Telco)	Low	Low
IT Contractors	Specialist Contractors	Low	-	Low	Low
Professional Services	Advisory	Low	-	Low	Low

Part 4

Assessing and Addressing Identified Modern Slavery Risks

Our Governance Framework

Fujitsu maintains a robust governance framework. Through our comprehensive policies, we articulate our core values and expectations, emphasizing the fundamental principle that all human rights must be respected, which includes a zero-tolerance stance on modern slavery.

[The Fujitsu Way](#) defines our corporate vision philosophy, structured into three key components: "Our Purpose," "Our Values" and "Code of Conduct."



Our Purpose

Our purpose is to make the world more sustainable by building trust in society through innovation.

Our Values

Aspiration

- Set ambitious targets and act with agility
- Embrace diversity and create original ideas
- Stay curious and learn from failures and experiences
- Deliver positive impact through human centric innovation

Trust

- Honor promises and exceed expectations
- Act with ethics, transparency and integrity
- Work autonomously and unite for common goals
- Contribute to a trusted society using technology

Empathy

- Strive for customers' success and their sustainable growth
- Listen to all people and act for the needs of our planet
- Work together to solve global challenges
- Generate shared value for our people, customers, partners, community and shareholders

Code of Conduct

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

Complementing this, Fujitsu's Global Business Standards (GBS) serve as a comprehensive guideline that clarifies and expands upon the principles outlined in Fujitsu's Code of Conduct. The GBS assists executives and employees in understanding and applying the Code of Conduct effectively in their daily actions.

Within Australia and New Zealand, Fujitsu's Compliance Framework is underpinned by the following guiding principles:

- A.

Fujitsu is committed to complying with both the letter and spirit of the law in all operating environments.
- B.

Our regulatory compliance extends beyond legal obligations to encompass all stated compliance commitments, whether mandatory or voluntary, and both external or internal to our operations.
- C.

Effective compliance is critical to Fujitsu's success in achieving its strategic objective of becoming a leading 'Digital Transformation Company'.
- D.

Meeting Fujitsu's modern slavery compliance obligations is a collective responsibility of all staff at every level.
- E.

Fujitsu's reputation, social responsibilities and stakeholder commitments are built upon the highest standards of staff integrity.

These principles are supported by regional policies. Specifically, in Australia and New Zealand, we have policies that covers respect for human rights through antitrust and competition, recruitment, safety and wellbeing, conflicts of interest, supply chain and whistleblowing. These policies are reviewed annual to ensure their currency.

Reinforcing these commitments, Fujitsu Australia recently published its dedicated [Modern Slavery Policy](#) and [Modern Slavery Risk Management Plan](#).

Furthermore, Fujitsu mandates annual online training for all employees. The Global Compliance Training is rolled out every December, while a specific Business and Human Rights module was conducted in June. Both programs reinforce the Fujitsu Code of Conduct and Global Business Standards.

Human Rights in the Fujitsu Group and Fujitsu's Global Human Rights Statement

The Fujitsu Group is committed to respecting the Human Rights of stakeholders related to its business operations, products and services. This principle underpins all our corporate activities within the group as an express action within our "Code of Conduct".

[Fujitsu Group Human Rights Statement](#) applies to all employees of Fujitsu and is encouraged to be adopted by our external stakeholders too. It clearly sets out our overarching approach to respect for human rights, which includes:

Fujitsu's support for upholding important international standards, such as the ten principles of the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our commitment is to respect the human rights of all officers and employees, our supply chain, customers, and the end users of our products and services, such as AI.

Our commitment to other stakeholder groups and human rights issues that we know challenge society today, such as climate change, rights of Indigenous peoples and children.

Our approach to human rights, how we comply with applicable laws, conduct due diligence, conduct impact assessments, mitigate adverse impacts, track the effectiveness of our commitments and commit to remedy where applicable.

A key aspect of our commitment to human rights is education and awareness. We encourage dialogue and continuous improvement.

The Human Rights Statement has been prepared in 21 languages to ensure that it is embedded in the corporate culture of all Fujitsu group companies.

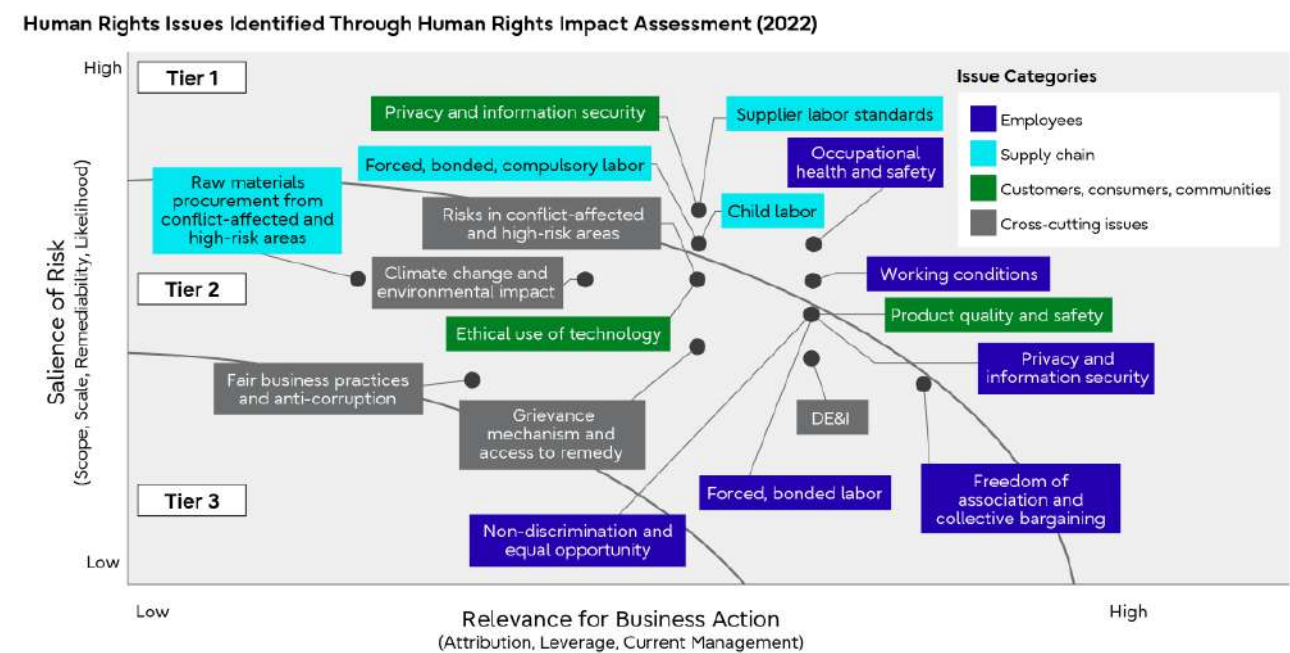
In 2023, Fujitsu revised its Materiality approach, and as the company advances in its sustainability management, it is partially revised again in 2025. Currently, Human Rights is positioned within our "Human Capital" focus area, under the Foundation for Achieving Sustainable Development. This reflects our recognition that respecting and promoting human rights, including addressing modern slavery risks, is a critical part of strengthening our organisational foundation.

A key human rights organisation was established in the CEO's office directly under the CEO to work with the corporate and business divisions to promote activities and to resolve human rights issues throughout the value chain.

Following on from Fujitsu's global Human Rights impact assessment in 2022 conducted by Business for Social Responsibility (BSR), an international NPO (Non-Profit Organisation). Fujitsu has conducted a variety of initiatives to mitigate the risk of human rights across our three salient issues of employees, Customers and end users and Suppliers. For example, we strive to respect human rights for our employees by preventing harassment and accommodating employees with disabilities through education and consultation services.

Regarding our customers and end-users, we conduct system controls and AI Ethics Checks to prevent and mitigate ethical risks associated with our AI systems. In the supply chain, we address issues of forced labour and child labour by requiring our partners to comply with the "Fujitsu Group Sustainable Procurement Policy" and conducting an annual "CSR survey." Additionally, considering the risks associated with sourcing raw materials from conflict regions, we have a policy to eliminate high-risk minerals and conduct regular investigations.

Table from [Human Rights : Fujitsu Global](#)



The UN Global Compact: The 10 Principles

Human Rights Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	Labour Standards Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.	Environment Principle 7: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Anti-Corruption Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.
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Fujitsu Procurement Framework

Fujitsu Australia is committed to the highest ethical, environmental, safety and quality standards within our business and in how we engage with our suppliers.

We follow specific procurement policies designed to mitigate and address Modern Slavery risks when acquiring products and services:

- [Fujitsu Australia and New Zealand Procurement Policy](#)
- [Fujitsu Global Procurement Policy](#)
- [Fujitsu Group Sustainable Procurement Policy](#)
- [Fujitsu Responsible Minerals Procurement](#)

We conduct business in a manner that is consistent with these policies and guidelines and requires the same level of compliance and behaviour from all suppliers subject to the applicable laws, rules and regulations of the countries where the business is carried out.

The [Fujitsu Supplier Code of Conduct for Corporate Social Responsibility \(CSR\)](#) incorporates seven principles that all its suppliers must comply with. This Code of Conduct aims to ensure that all businesses that make up our supply chain understand and comply with our policies, principles, commitments, and targets for operating as a leading socially responsible business.

The 7 Principles are:	Human Rights, Labour, Health and Safety We respect individuals' human rights, does not unfairly discriminate, provide a secure and healthy work environment, do not use child or forced labour, and respect the rights to freedom of association.	Diversity and Inclusion We are committed to encouraging diversity in the workplace and the provision of a work environment that is free from discrimination and promotes equal opportunity for all.	Global Environment We promote the establishment and implementation of environmental management systems.
	Fair Trade and Corporate Ethics We promote fair and free competition, proper handling of confidential information, respect intellectual property, prohibit corruption, including bribery and extortion, and ensure the responsible sourcing of minerals.	Compliance with Laws and Regulations We comply with applicable laws, regulations and accepted social practices governing our local and global businesses and require the same of our suppliers.	Assurance of Safety and Quality of Products and Services We maintain high standard of safety and quality in our products and services.
		Information Security We maintain and promote information security in order to properly protect our own information and information systems and those of third parties.	

The Fujitsu Group is a member of the Responsible Business Alliance (RBA), a coalition of organisations dedicated to advancing Corporate Social Responsibility (CSR). Fujitsu Group's objective is to maintain and strengthen CSR initiatives in our supply chain within the RBA framework. The RBA Code of Conduct has been adopted by the Fujitsu Group through its Sustainable Procurement Policy. It is an expectation that our suppliers support the Fujitsu Group Sustainable Procurement Policy and conduct their worldwide operations socially and environmentally responsibly.

The Fujitsu Group has a Responsible Minerals Sourcing policy, which sets out Fujitsu Group's commitment to not procure high-risk minerals (tantalum, tin, gold, tungsten and cobalt) from any known conflict sources. Fujitsu expects all its suppliers to adhere to these same standards.

Fujitsu Global Supply Chain Sustainability Function

In April 2025, Fujitsu established the Global Supply Chain Sustainability function to develop a coordinated, global approach to important company sustainability commitments and delivering on Fujitsu's purpose throughout its supply chain.

The function scope includes three pillars of engagement: Human Rights; Diversity, Equity and Inclusion; and Environment.

Reporting to the VP, International Chief Procurement Officer, the team comprises representatives from each Fujitsu region to deliver on key initiatives working towards the prevention and mitigation of human rights risk in our supply chain.

- Japan Region
- Europe Region
- Asia Pacific and East Asia Region (representing Australia and New Zealand)
- Americas Region

For FY25, 3 key focus areas have been established as priorities for regional action including:

1.

Securing major supplier commitment to the Fujitsu Group Sustainable Procurement Policy.

2.

Conducting supplier assessment questionnaires globally on Sustainable Procurement Policy key compliance items.

3.

Engage a third-party ESG auditor to verify compliance for identified high-risk suppliers.

Details of the initiatives conducted as part of the above 3 key focus areas and how they improve Fujitsu's overall response to modern slavery risks will be included in Fujitsu's FY25 Modern Slavery Statement.

Within our Operations

Recruitment Processes

People and Culture Leaders and HR Business Partners ensure ethical recruitment by verifying work rights, using reputable agencies, prohibiting candidate fees, and providing clear employment terms. Those involved in hiring are trained to identify modern slavery risks, with additional checks applied to labour hire arrangements.

Within our Supply Chain

We incorporate a multi-level strategy to identify, analyse and mitigate modern slavery threats in our supply chain; conducting due diligence throughout all stages of the supplier engagement cycle.

Supplier Onboarding

The first level requires the evaluation of all new suppliers is a mandatory requirement prior to their acceptance as a supplier to Fujitsu Australia. We have a Third-Party Due Diligence (3PDD) procedure, which is a web-based platform with multiple levels of approval in analysing and signing off on a potential supplier. As part of the 3PDD procedure, the potential supplier must complete a questionnaire that includes questions meant to identify potential compliance risks, such as modern slavery issues.

Fujitsu will only transact with a supplier that has completed the 3PDD procedure and has passed the mandatory minimum requirements. Fujitsu is currently implementing a new supplier onboarding process including advanced risk monitoring capabilities in FY2025 to be disclosed in more detail in our next statement.

All suppliers are required to sign an agreement with Fujitsu which includes a provision that all new suppliers comply with the Act and refrain from engaging in any activity, practice, or conduct that would constitute modern slavery under the Act. Fujitsu supplier contracts also provide Fujitsu the right to conduct onsite audits and terminate the agreement based on non-compliance with the Act. As part of the onboarding process, suppliers agree to accept Fujitsu's Supplier Code of Conduct for Corporate Social Responsibility. Fujitsu has a supplier management framework in place to continuously monitor suppliers throughout the duration of their contractual relationship.

Supplier Risk Management

This second level of strategy sees suppliers assessed according to their business criticality and risk through the Supplier Segmentation process, and are required to complete the annual Supplier Assessment Questionnaire to identify potential risks to Fujitsu's business including exposure to modern slavery.

Supplier Segmentation

Fujitsu has revised its approach to Supplier Segmentation this year, now adopting a two-tier structure to better manage and categorise supplier operations and risk – Major and Standard. The definitions for both supplier categories are detailed below:

<p>Major:</p> <p>Suppliers that are indispensable or have a certain degree of importance in business, product, and purchasing strategies. Suppliers with large procurement amounts or proportion of spend, or those that are essential and have no substitutes.</p>	<p>Standard:</p> <p>Suppliers that do not fall under any of the Major supplier categories</p>
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The biannual segregation of suppliers according to the above criteria allows Fujitsu to prioritise its risk management activities to where they would see the most impact.

Supplier Assessment Questionnaire

Fujitsu then incorporates responses to our Modern Slavery Questionnaire to assess, analyse and mitigate risk in our supply chain. This questionnaire is embedded into our annual Supplier Assessment Risk Questionnaire which requires suppliers detail their policies and processes in managing a wide range of risks including:

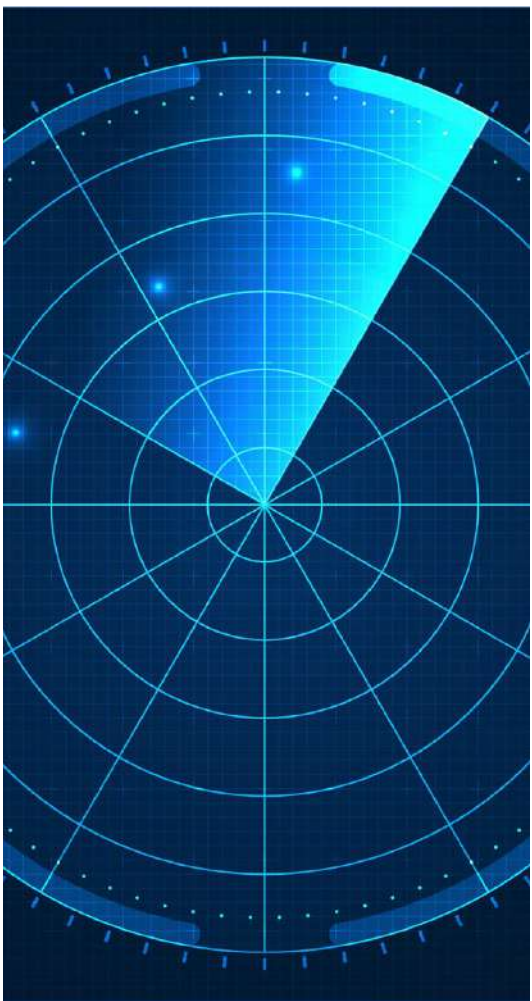
- Labour Standards and Compliance Breaches
- Cyber Security
- Privacy and Confidentiality
- Business Continuity
- Supply Chain
- Modern Slavery and Responsible Business
- Sustainability
- Commitment to Fujitsu Policies

During this annual compliance activity, we include a Modern Slavery Awareness Pack to educate suppliers on modern slavery risks and importance putting processes in place to assess and address any potential risk of modern slavery practices in their supply chain. The Modern Slavery Awareness Pack was updated in FY24 as one of our continuous improvement actions to ensure the accuracy and quality of content.

Evaluation and Monitoring

The third level of our strategy involves the evaluation and monitoring of risks through our supplier management framework. The SAP Ariba system was developed to monitor all suppliers and manage ongoing activities with effective relationship management with all vendors. This is supported by the centralised ServiceNow-based risk register, used for recording all supplier risk incidents and concerns identified (whether significant or not), along with details about the concerns (or likely concerns), determinations, reporting, remediation action and progress.

Fujitsu is undertaking actions in FY25 and beyond to harness Big Data and AI technologies to improve its monitoring and risk evaluation processes of suppliers, with more detail to be provided in the next statement. Fujitsu supplier contracts also provide Fujitsu the right to conduct onsite audits and terminate the agreement based on non-compliance with the Act. As part of the on-boarding process, suppliers agree to accept Fujitsu's Supplier Code of Conduct for Corporate Social Responsibility. Fujitsu's supplier management framework provides for continuously monitoring of suppliers throughout the duration of their contractual relationship.



Fujitsu encourages a culture of openness in which anyone can raise concerns about our business. We have a Whistleblower Policy which allows current or former employees and third parties to anonymously report concerns to certain senior people in Fujitsu Australia, or by phone or online to Fujitsu Alert. Any concerns about modern slavery in our operations or supply chain can also be reported via the process outlined in the Whistleblower Policy.

Any whistleblower who makes an eligible disclosure (e.g. where the whistleblower has reasonable grounds to suspect misconduct or an improper state of affairs in Fujitsu Australia) will be protected from any detrimental acts or omissions, including victimisation. Our whistleblowing program can be found [here](#).

FY24 Modern Slavery Questionnaire



The Modern Slavery Questionnaire was again reviewed and updated this year to consider salient risks to Fujitsu and best industry practice. This year's questionnaire primarily focusing on assessing and analysing potential risks associated with following key topics:

Governance

- Human rights breaches including in relation to modern slavery and/or labour standards
- Policies or procedures in place to mitigate and combat social responsibility risks including modern slavery and human rights. (e.g. a Modern Slavery Statement)
- Person or team responsible for identifying and overseeing modern slavery risks

High-Risk Factors

- Goods and Services
- Countries of Operation
- Sourcing Conflict Minerals
- Engagement with recruitment agencies who request recruitment fees from potential employees

Mitigation Actions

- Employee training on modern slavery risks
- Supplier risk management approach
- Supplier due diligence (onboarding and ongoing risk management)
- Supplier assessment on modern slavery risks
- Supplier training on modern slavery risks

Reporting and Remediation

- Whistleblower process for anonymous reporting of concerns including modern slavery or human rights concerns

675

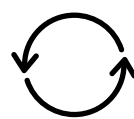
675 suppliers to Fujitsu Australia were in-scope for the annual risk assessment.

93%

93% response rate was achieved across both Major and Standard supplier categories; this accounts for approximately 88% of Fujitsu's FY24 third-party spend.

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No Major suppliers reported having any convictions of human rights breaches including modern slavery.



Revised the escalation and remediation process for unresponsive and high-risk suppliers.

Major Supplier Preliminary Assessment

High-Risk Categories	% of Suppliers	Suppliers with Controls in Place
Goods or Services	17%	100%
Operations (Location)	4%	100%
Conflict Minerals	4%	100%
Low-Skilled Workers	3%	100%

- From our questionnaire, we identified Major suppliers at high-risk of modern slavery through the types of good and services provisioned, areas of operation, whether conflict minerals were sourced, and the employment of low-skilled workers in their operations.
- We are pleased to see all Major suppliers exposed to a higher risk of modern slavery have controls in place to mitigate risk in their operations and supply chain.

Modern Slavery Risk	FY23 Supplier Response	FY24 Supplier Response
Mitigation Actions in Place	78%	93%
Supplier Due Diligence	87%	90%
Supplier Assessments	52%	80%

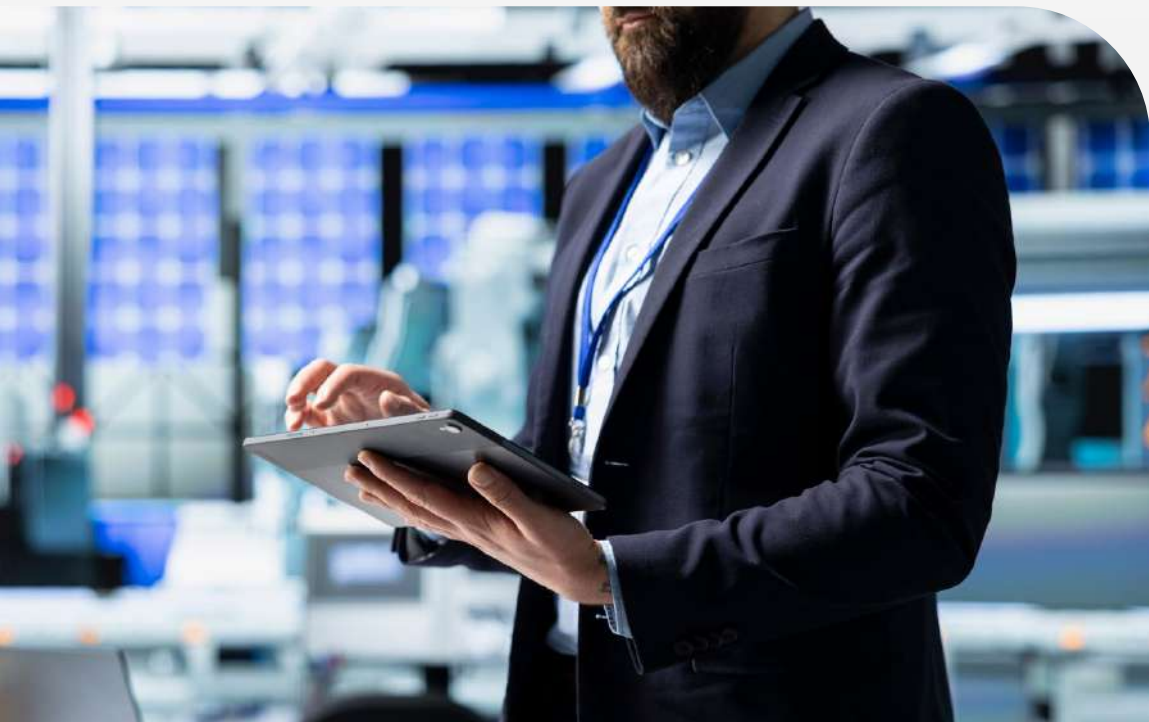
- Over the past year, there has been a notable increase in the supplier adoption of measures to mitigate modern slavery risk in their operations and supply chain.
- A closer review of Major suppliers will take place over FY25 to ascertain the remaining suppliers yet to implement modern slavery risk mitigation measures and how we can further assist them to take up important compliance measures.

As part of our continuous improvement focus, we continue to work with our small and minor suppliers to assist them, endorsing the Modern Slavery Act and further risk management initiatives to reduce our supply chain's exposure to modern slavery risk.

Assessing the Effectiveness of Our Actions

Fujitsu has an established Supplier Management Framework to identify, assess, mitigate, and monitor potential risk areas of modern slavery, including human trafficking. We have undertaken a gap analysis of our current policies and practices and updated accordingly to further align with our Enterprise Risk Management framework.

In addition to the eProcurement platform SAP Ariba which has been deployed for assessing and monitoring supplier risk, Fujitsu utilises our ServiceNow based risk register tool to record, track and report risks. Risk Management workshops have been established to review, update and assess progress and effectiveness of any remediation actions.



After evaluating responses to the Modern Slavery Questionnaire, we have noted several actions, particularly following up with suppliers who have supply chains in higher risk countries for modern slavery without presence of due diligence policies and processes. We will also work with suppliers to encourage, improve their modern slavery risk management framework and check in with them periodically on progress on any actions they may put in place to address modern slavery risks.

Utilising our category risk rating assessment, we will prioritise engagement with suppliers at high-risk of having modern slavery practices take place in their supply chain by:

Industry Risk and Labour Risk:

- Focusing on Hardware suppliers, followed by suppliers categorised under IT Services and Facilities and Property

Product Risk:

- Through sourced hardware and telecommunication products

Geographic Risk:

- Predominantly Hardware and Software providers located in high-risk countries

Criticality to Business Operations:

- Criticality of each supplier is determined by policy and supplier segmentation process which aims to estimate our risk exposure from individual supplier operations

We continue to undertake audits supplier policies and procedures which include key labour practices and review how we can effectively use these audits to mitigate any risk identified and improve the process in line with industry practices. Where any issues are found, an action plan is formulated and agreed. Since the introduction of the Act, to mitigate modern slavery risks in Fujitsu Australia's operations, we regularly review and update our Recruitment and Procurement policies to:



Monitor Fujitsu Australia's compliance with the Act.



Entrench Human Rights in our procurement and acquisition processes.



Work with the supplier and put a remediation process in place where we identify a suspected situation of modern slavery in our supply chain.

Roles and Responsibilities in Managing Modern Slavery Risk

Fujitsu Australia has an established risk management framework with both pre-emptive and protective measures for identifying, assessing, and escalating risks including Modern Slavery. The governance structure for managing Fujitsu Australia's Modern Slavery Act compliance obligations is reflected in the table below:

Modern Slavery Risk Management Governance Structure

Key Roles	Responsibility
Board of Directors of Fujitsu Australia Limited	<p>The Fujitsu Australia Board of Directors is responsible for ensuring that Fujitsu complies with the Act and will ensure that:</p> <ul style="list-style-type: none">a. appropriate arrangements are in place for identifying and managing the risks of noncompliance with these obligations. The Board of Directors established a Modern Slavery Committee. The board relies on this committee to identify and manage risks of noncompliance with the Act;b. appropriate tone from the top compliance messages are disseminated;c. appropriate structures and compliance processes and measures are in place within the organisation to ensure effective compliance with policies and procedures in accordance with this Modern Slavery Compliance Plan; andd. adequate resourcing and support is provided so that compliance obligations can be met and continuous improvement achieved.
Modern Slavery Committee	<p>Fujitsu has a Modern Slavery Committee which meets quarterly to ensure compliance with the Act. The Modern Slavery Committee comprises representatives from Procurement, Risk, Legal and Reputation, and Purpose, People and Culture.</p> <p>The Modern Slavery Committee's role and responsibility is to assist the Head of Procurement by supporting the processes and procedures in place to assess compliance with the key reporting requirements under the Act.</p>
Head of Procurement and Head of Compliance	<p>The Head of Procurement provides leadership on managing compliance with the Act and has access to senior decision makers at all levels of Fujitsu.</p> <p>The Head of Compliance advises the Head of Procurement on the Act.</p>

Business Roles and Responsibilities in Managing Modern Slavery Risk

Role	Responsibility
Procurement	Responsible for integrating modern slavery considerations into procurement processes, including tender and contract clauses. Responsible for supply chain mapping, risk assessments, supplier engagement (including the use of a tiered approach for high-risk suppliers), and monitoring the effectiveness of modern slavery prevention measures using KPIs.
Legal and Reputation	Responsible for ensuring compliance with relevant legislation and for advising on legal matters related to modern slavery.
Purpose, People and Culture Leaders and Human Resources Business Partners	Responsible for monitoring signs of modern slavery within their teams and supporting training compliance and awareness. They ensure alignment with the Modern Slavery policy and other related policies, and act as key escalation points for any concerns raised or observed.
Office of Purpose	Responsible for providing strategic oversight of the organisation's modern slavery commitments, ensuring alignment with our broader purpose, values, and ethical standards. This includes supporting the integration of modern slavery risk management into relevant policies and frameworks, monitoring organisational progress, and promoting awareness and continuous improvement in ethical sourcing and human rights practices.
Risk Office	The Risk Office is accountable for providing the risk policy, risk appetite and risk process that will be used by stakeholders to assist in the identification and classification of modern slavery risks. The Risk office is also available to provide advice to risk owners and other stakeholders on the appropriate controls and mitigation strategies to reduce exposure to modern slavery-related risks. If required, and where resources permit, the Risk Office can provide support to assist in the completion of risk assessments and other activities relating to the identification, recording, and monitoring of modern slavery related risks.
Business Units	Responsible for identifying, reporting, and managing potential modern slavery risks as relevant to their line of business. Identified risks to be reported to the Modern Slavery Committee for mitigation advice and support.
All Employees	Responsible for understanding and complying with this policy and reporting any potential modern slavery violations through established channels.



Communication with Internal and External Stakeholders

Fujitsu has established clear pillars of communication throughout its value chain to engage with suppliers, our employees, and customers on modern slavery risks. Fujitsu considers these critical to encouraging discussion on modern slavery in our value chain, collaborating with and learning from stakeholders on continuous improvement initiatives; as well as remaining accountable to all stakeholders on our ongoing commitments to mitigate modern slavery risk.

Modern Slavery Engagement Pillars

Internal Engagement

- Pre-Sales Contents Kit: Providing guidance to our Sales and Bid Teams through collateral detailing our modern slavery approach to use in preparing responses to customer opportunities
- Tailored modern slavery compliance plans to comply with government contract requirements
- Ongoing business support provided for modern slavery questionnaires and related compliance requests

Supplier Engagement

- Conduct the annual Supplier Assessment Questionnaire
- Provide supplier training packs around modern slavery awareness and Fujitsu compliance requirements
- Support supplier compliance with the Fujitsu Group Sustainable Procurement Policy through initiatives conducted in collaboration with Fujitsu teams globally
- Modern slavery awareness sessions held to support suppliers in their compliance obligations and improve collaboration on actions taken within our supply chain

Customer Engagement

- Customer sessions held to improve collaboration and adopt industry best practice processes on mitigating modern slavery risk
- Active participation in customer modern slavery engagement sessions and seminars

Part 6

Continuous Improvement Actions

Update on actions taken during the last financial year FY24



- 1 | Continuously work with all suppliers to assess modern slavery risk by conducting ongoing assessments as part of Fujitsu's Supplier Management Framework and risk management activities.

Business Lead: Procurement

Status: Complete ●

Modern slavery risk assessment is embedded in the annual supplier risk assessment survey. All active suppliers are registered in the system to monitor the risk alerts proactively.

Supplier modern slavery risk assessments have been successfully conducted for FY24.

- 2 | Collaborate with Fujitsu entities globally to adopt best practice in mitigating modern slavery risks. Expand the Modern Slavery Risk management framework to cover the broader Asia Pacific region.

Business Lead: Modern Slavery Committee

Status: Complete ●

Establishment of Global Supply Chain Sustainability function from April 1st 2025 to assist in embedding globally consistent approaches to mitigating the risk of human rights abuses in Fujitsu's supply chain.

Work will continue to further align best practices with global and regional operations to achieve a streamlined and consistent approach to mitigating modern slavery risks across our global supply chain.

- 3 | Expand the Supplier Assessment scope to a greater number of suppliers in ASEAN.

Business Lead: Procurement

Status: Deferred ●

Due to regional restructuring, this activity has been deferred to FY25 and transferred responsibility of this initiative to the Supply Chain Sustainability Team to lead.

Part

1

Part

2

Part

3

Part

4

Part

5

Part

6

Part

7

4 | Review and update the Fujitsu supplier training pack of Modern Slavery for the Australia-New Zealand region.

Business Lead: Procurement

Status: Complete 

Supplier training for Fujitsu suppliers undertook an uplift in content and design before distribution as part of the annual Supplier Assessment Questionnaire for FY24.

The training pack includes the latest information on modern slavery risks from NGOs and government entities to guide suppliers on Fujitsu's expectations and compliance requirements.

5 | Broaden stakeholder engagement across our controlled entities, other organisations, and civil society, collaborating with Fujitsu's major customers to promote the best practice.

Business Lead: Modern Slavery Committee

Status: Complete 

Aligned with broader business around Modern Slavery requirements through operational supplier management. See Modern Slavery Engagement Pillars.

Collaborated with key customers through existing support processes, engage on feedback and improvements to both entities' processes. Held a session with key customers on approach to modern slavery risks.

6 | Encourage Fujitsu suppliers to mandate modern slavery requirements in suppliers' internal procurement process.

Business Lead: Procurement

Status: Complete 

Prioritised adoption of modern slavery processes for Major suppliers. Included supplier obligations as part of tender and evaluation requirements, Supplier Code of Conduct, contracting, and ongoing supplier management.

Conducted outreach to major global supplier partners on securing compliance with Fujitsu Group Sustainable Procurement Policy covering human rights and related labour risks.

7 | Collate business policies and processes regarding human rights and modern slavery into a single policy document Modern Slavery Policy to govern operations and external stakeholder engagements.

Business Lead: Compliance and Procurement

Status: Complete 

Brought forward an FY25 action and established the Fujitsu Australia's Modern Slavery Policy and Risk Management Plan to support the business and enable a coordinated approach to modern slavery risks throughout Fujitsu's value chain including suppliers, internal operations and customers.

8 | Review and enhance our approach to complaints and grievance mechanisms for our operations and within our supply chain.

Business Lead: Compliance

Status: Complete 

Full review was conducted with our approach updated and detailed in the newly published Modern Slavery Policy and Risk Management Plan.

Supplier training materials were updated to reflect current compliance procedures and Fujitsu Alert.

9 | Explore market leading tools and platforms to automate the risk management process for Modern Slavery. Improve Fujitsu online tools by enhancing both the usability and the information available.

Business Lead: Procurement

Status: Deferred 

Action deferred to FY25 awaiting the implementation of the new company-wide Enterprise Resource Planning platform and associated governance and risk management processes.

Update on our 3 Year Plan

FY25 Modern Slavery Actions and Strategic Priorities

Action	Business Lead
Continue to work with all suppliers to assess modern slavery risk by conducting ongoing assessments as part of Fujitsu's Supplier Management Framework and risk management activities.	Procurement
Conduct the Supplier Assessment activity online through Fujitsu's e-Procurement platform, providing improved efficiency, automated reporting, and lowering onus on suppliers to provide information.	Procurement
Update Modern Slavery Training for Fujitsu employees across Australia and New Zealand, targeting those in roles at higher risk of exposure to modern slavery risks to provide additional education on how to identify and report potential instances of modern slavery.	Compliance, People and Culture
Investigate incorporating Modern Slavery risk assessments during new supplier onboarding.	Procurement
Review and enhance the Modern Slavery clauses within contracts to ensure compliance and disclosure for suppliers Tier 2 and beyond.	Procurement
Explore market leading tools and platforms to automate the risk management process for modern slavery. Improve Fujitsu online tools by enhancing both the usability and the information available.	Procurement
Reassess Fujitsu Australia's Group of Companies (New Divisions) with a focus on those with overseas operations (i.e. Enable) and Fujitsu Group Global Delivery Centres (GDCs). Including reviewing intercompany agreements, modern slavery clauses, and the right to audit.	Compliance

FY26 Strategic Priorities

Continue to work with all suppliers to assess modern slavery risk by conducting ongoing assessments as part of Fujitsu's Supplier Management Framework and risk management activities.	Continuously monitor the Modern Slavery regulatory landscape in Australia and New Zealand, updating Fujitsu policies and procedures as changes emerge.
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Collaborate with key suppliers on a Tier 3 and beyond mapping activity and build upon common processes.	Investigate the implementation of minimum modern slavery standard requirements for key contracts and sourcing activities as part of the Ethical Sourcing Program.
Establish the Ethical Sourcing Program within Fujitsu's new e-Procurement platform to include ESG risk considerations including human rights and modern slavery considerations within the end-to-end procurement process.	Conduct a market analysis to understand best industry practice and identify opportunities to further improve on modern slavery risk mitigation as well as potential future collaboration activities with suppliers and customers.
Conduct an internal Salient Modern Slavery Risk Assessment across Fujitsu Australia's operations. This assessment will prioritise modern slavery risks based on their potential harm to individuals, considering scale, scope, and irremediability.	Include Modern Slavery as a key topic as part of Fujitsu Compliance Week.

FY27 Strategic Priorities

Continue to work with all suppliers to assess modern slavery risk by conducting ongoing assessments as part of Fujitsu's Supplier Management Framework and risk management activities.	Collaborate with Fujitsu entities across regions to implement best practice modern slavery risk prevention and mitigation measures consistent across Fujitsu's global operations.
Explore opportunities to utilise Fujitsu Digital Transformation platforms being developed as part of Fujitsu's Uvance offerings to improve the transparency and analysis of supply chain modern slavery risks, including associated risk management activities.	Utilise AI and Big Data solutions to enable deep-dive supply chain discovery and mapping of purchased products and services through to lower supply chain tiers.
Increase collaboration with industry partners and external entities (such as the Responsible Business Alliance) to contribute towards and adopt industry best practices.	

Consultation with Reporting and Owned Entities

This Statement was developed through a Fujitsu Australia group-wide consultation process, involving the reporting entity covered by the Statement and owned entities across the Group.

All owned entities have been consulted and made aware of Modern Slavery risks in preparation of this consolidated statement. Owned entities share the common stance against Modern Slavery and comply with Fujitsu Australia's policies, processes and protocols.

Any Modern Slavery risks specific to owned entities industry and operations have been identified, assessed and mitigation processes where applicable, have been put into place. Owned entity directors have been engaged, contributed to and endorse entity inclusion in this Modern Slavery Statement.



A final draft of the Statement was provided to all relevant entities before publication. In addition to developing the Statement, all entities in the Group work together continuously to implement and monitor our modern slavery risk management approach, including supply chain assurance activities.

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Our Consultation Process

The Procurement team led the Group-wide consultation to develop this Statement. This process involved key teams responsible for managing potential modern slavery risks in our operations and supply chains, including Procurement, Legal, Compliance, Purpose, People & Culture and Risk functions. These teams provided input and reviewed a draft before publication.

The VP Legal and Reputation and Modern Slavery Committee members reviewed the Statement before it was approved by the Board. This cross-functional consultation ensured the Statement reflects our Group-wide approach to modern slavery and supports ongoing engagement from key internal stakeholders.

All owned entities within the scope of this Statement were consulted on the draft at the Director and Company Secretary levels.

Owned and Consulted Entities

The following entities are owned by Fujitsu Australia and are covered under this consolidated report.

- Fujitsu New Zealand Limited**
 - Subsidiary: InPhySec UK Limited
- Enable Professional Services Pty Limited**
 - Subsidiaries: Enable Labs Pty Ltd, Enable Professional Services (Pte.) Ltd (Singapore), Enable Professional Services Limited (Hong Kong), Enable Professional Services Incorporated (Philippines), Enable Professional Services Private Limited (India)
- MF & Associates Pty Limited**
- oobe Pty Limited**
- oobe Pay Solutions Pty Limited**
- oobe New Zealand Limited**

