

Fujitsu UK Responsible Business Report

Financial Year 2024 - 2025



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1 Introduction

Established in 1935, Fujitsu is Japan's largest IT services provider. Fujitsu's Principal business areas are Service Solutions, Hardware Solutions and Ubiquitous Solutions, which are provided by 113,000 employees in 49 countries across the globe. We believe in the power of bringing together different people with a shared ambition to create transformational change for our customers and enable positive change in the world.

We navigate a world in constant motion, one shaped by shifting tides of change and complexity. From the widening gap of economic inequality to the urgent threat of climate change, the challenges we face are as dynamic as they are profound.

At Fujitsu, we strive to act with integrity and contribute meaningfully to society, recognising these as fundamental to building long-term success. Our commitment to doing the right thing underpins our efforts to create lasting, positive impact. These principles are embedded in our approach and guide us in working towards our purpose: helping to build trust in society through innovation and contributing to a more sustainable world. Being a responsible business is more than a goal. It's how we operate every day, guiding how we support our people, serve our customers, and deliver value to society and the planet.



Our vision for 2030

A technology company
that realises net positive
through digital services



1.1. Message from Anwen Owen, Head of Fujitsu UK



At Fujitsu UK, we believe that being a responsible business is not a side project – it's the foundation of everything we do. In a world facing complex challenges, from climate change to inequality, our role as a technology leader comes with a responsibility to act with purpose, integrity, and empathy.

This report captures the progress we've made over the past year, and more importantly it reflects the values that guide us. Whether it's supporting our people through inclusive networks and wellbeing initiatives, reducing our environmental impact, or using innovation to drive social value, we are committed to making a meaningful difference.

While there is always more to do, I'm incredibly proud of the passion and dedication shown by our teams across the UK. Their efforts – which are often led from the ground up and reach all the way through our organisation – are helping to shape a more sustainable, inclusive, and resilient future. From pioneering digital solutions that support vulnerable communities to empowering the next generation through education and skills, we are proving that technology can be a force for good.

As we look ahead, our focus remains clear: to build trust in society through innovation, and to ensure that progress benefits everyone. Thank you for taking the time to explore how we continue to work towards those goals.

1.2. How to read this report

In the next section, 'How We Operate', we outline our global commitment to ethical and sustainable business practices. This foundation sets the stage for the rest of the report, which is structured around three core areas where we make the greatest impact, our global imperatives:



Planet



Prosperity



People

The report is designed to be flexible, whether you choose to read it in full or go straight to the sections most relevant to you, both approaches work equally well and offer valuable insight. In this report, we will refer to Fujitsu Limited as our parent company headquartered in Japan, while Fujitsu UK denotes the UK subsidiary, Fujitsu Services Limited, which is the primary focus of this report.

2 How we operate



2.1. The Fujitsu Way

With a heritage stretching back to 1935, Fujitsu's technological journey and collaborative approach have long been shaped by the Fujitsu Way. Now, there is a renewed emphasis on these core values, ensuring they guide our global operations, including in the UK, and are actively embodied by all our employees. The Fujitsu Way is the guiding principle that underpins the decisions and actions of all our colleagues worldwide. It permeates every aspect of our business and consists of three core elements:

Our Purpose



To make the world more sustainable by building trust in society through innovation

Our Values



Aspiration, Trust and Empathy

Our Code of Conduct



A set of standards that all colleagues must follow, incorporating our Global Business Standards

Together, these elements form a unified framework that drives our commitment to ethical behaviour, innovation, and sustainable growth.

2.2. Code of Conduct

Our commitment to responsible business is embodied in our Code of Conduct, a cornerstone of our operations worldwide. We uphold the following core principles:

Respect for Human Rights

We are committed to respecting and promoting human rights in all our activities.

Legal Compliance

We strictly adhere to all applicable laws and regulations in every region where we operate.

Fair Business Practices

We conduct our business dealings with fairness, transparency, and integrity.

Intellectual Property Protection

We safeguard and respect intellectual property rights, both our own and those of others.

Confidentiality

We maintain the confidentiality of sensitive information entrusted to us.

Avoiding Conflicts of Interest

We ensure our organisational positions are not used for personal gain.

These principles are not just words; they guide our actions and decisions every day. They are critical to building trust with our stakeholders, fostering a sustainable future, and ensuring Fujitsu remains a responsible and ethical technology partner. By prioritising these values, we contribute to a more just and equitable world.



2.3. Global Responsible Business

Our Global Responsible Business (GRB) framework embodies our commitment to sustainability, ethical governance, and social impact. Rooted in the Fujitsu Way, GRB integrates responsible practices across all facets of the organisation, aligning with global standards such as the UN Sustainable Development Goals (SDGs) and the Paris Agreement. Global goals are operationalised through specific localised targets across six priority areas:

GRB (Global Responsible Business)



Human Rights
and DE&I

Well-being

Environment

Compliance

Supply Chain

Community

Priority Area

Key Global Goals

Human Rights and DE&I

Achieve over 90% participation in human rights e-learning.
Increase the proportion of women in leadership roles to 20%.

Wellbeing

Develop and implement global wellbeing indicators. Achieve zero serious workplace accidents.

Environment

Reduce greenhouse gas emissions in line with the 1.5°C target.
Achieve net-zero emissions across the entire value chain by FY2040.

Compliance

Strengthen awareness of ethics and compliance. Ensure adherence to legal and ethical standards across all operations.

Supply Chain

Enhance transparency and sustainability in the supply chain.
Visualise CO₂ emissions using blockchain-based solutions.

Community

Expand global employee engagement through "SDG Communities".
Encourage employees to address societal challenges through collaborative initiatives.

2.4. United Nations Sustainable Development Goals (SDGs)

Our purpose closely aligns with the United Nations' (UN) 17 Sustainable Development Goals (SDGs) which cover a range of global topics such as environment, gender equality and justice. We are actively working to contribute to achieving the SDGs, and in doing so, we are transforming to a sustainable management model via our GRB framework. In parallel, our Uvance brand enables us to work towards solving societal challenges with innovative solutions. Throughout the report, you'll see the synergy between the UN SDGs and the work we do at Fujitsu UK.



2.5. Uvance

Uvance is a comprehensive portfolio of solutions designed to drive business growth and address societal challenges. By harnessing the power of data, we connect disparate processes across industries, unlocking new insights and opportunities. Leveraging our deep expertise in advanced technologies and diverse sectors, we empower organisations to accelerate their sustainability transformation.

Key benefits of Uvance include:

Cross-industry collaboration

Fostering innovation through shared knowledge and resources.

Data-driven insights

Uncovering hidden patterns and opportunities for improvement.

Sustainability focus

Helping businesses reduce their environmental impact.

Technological advancement

Utilising cutting-edge solutions for competitive advantage.

Key focus areas of Uvance include:

Sustainability

Developing solutions to reduce environmental impact.

Consumer Experience

Enhancing customer interactions and satisfaction.

Healthy Living

Improving healthcare and wellness outcomes.

Trusted Society

Building secure and ethical digital environments.

Digital Shifts

Enabling businesses to adapt to the digital age.

Business Applications

Providing tailored solutions for specific industries.

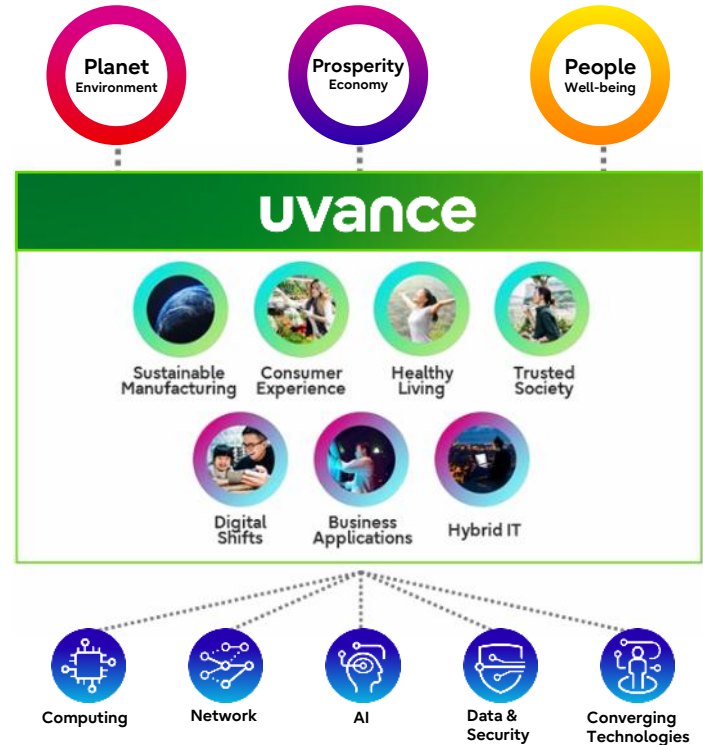
Hybrid IT

Managing IT infrastructure across on-premises and cloud environments.



Sustainability Transformation with Uvance

Uvance is at the forefront of driving sustainability transformation. By integrating data-driven insights and advanced technologies, we empower businesses to reduce their environmental impact, optimise resource consumption, and build a more sustainable future. Our solutions address critical areas such as renewable energy integration, supply chain optimisation, circular economy initiatives, and climate risk management. Through collaborative partnerships and innovative approaches, we help organisations achieve their sustainability goals while maintaining business competitiveness.



2.6. Governance and Compliance

Governance and compliance are at the heart of how we operate as a responsible business at Fujitsu UK. They provide the structure and oversight needed to ensure we meet all legal, regulatory, and ethical standards across our operations. Embedding governance and compliance into our culture helps us make informed, transparent decisions, act with integrity, and support sustainable, long-term success in everything we do.

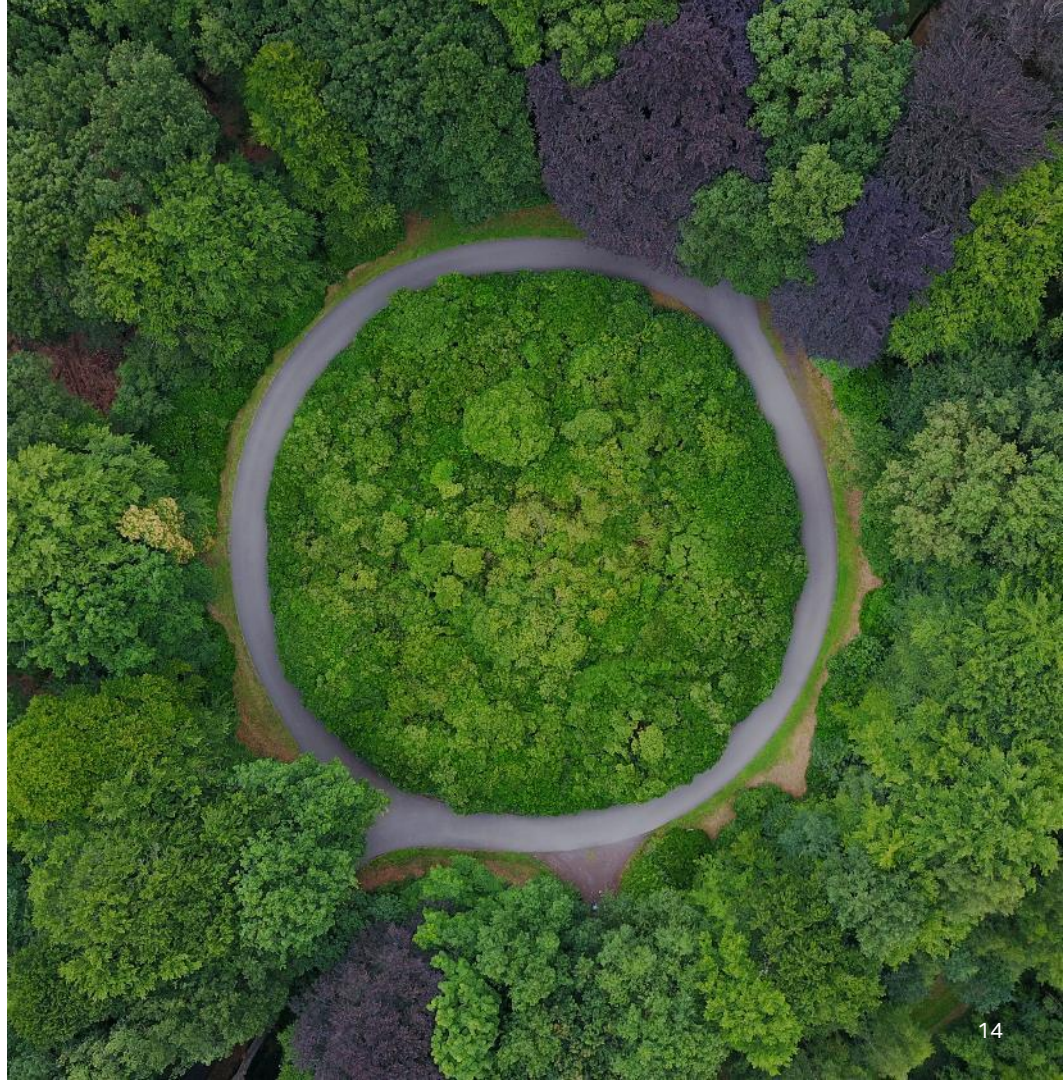


3 Planet

Protecting our planet by solving environmental issues




Our planet is facing urgent environmental challenges, and at Fujitsu, we recognise the role technology and business must play in building a sustainable future. Guided by our Environmental Action Plan to ensure we achieve our science-based targets, we are taking bold steps to reduce our footprint, continue our use of renewable energy, and embed circular economy principles across our operations. From employee-led Green Teams to innovative Green IT solutions, our people are turning ambition into action. This chapter highlights our strategy, progress, and purpose-driven initiatives that ensure sustainability is not only part of what we do; but how we do everything.

SDGs: 7, 13, 14, 15



3.1. Target Setting

The Fujitsu Group Environmental Vision sets out our goals to bring CO₂ emissions across the global Fujitsu Group to net zero, contribute to the decarbonisation of society, and help society adapt to climate change through the provision of technology. We are committed to ambitious emissions reduction targets, and in 2023, we revised our Science Based Targets initiative (SBTi) goals. Our new targets are:

-  To reach net-zero greenhouse gas emissions by FY2040 from a FY2020 base year.
-  To reduce absolute Scope 1 and 2 GHG emissions by 42% by FY2030 from a FY2020 base year.
-  To reduce absolute Scope 3 GHG emissions from purchased goods and services and use of sold products 25% by FY2030 from a FY2020 base year.

These targets are certified by the SBTi, aligning with a 1.5°C pathway. We are on track to achieving the interim targets which in turn take us towards these goals.

This table shows how we are progressing towards these targets:

Climate Targets (Market Based scope 2 used)			
Financial Year ended 31 March	Base Year 2020	Target	2025
Net Zero by 2040 (SBTi)	169,940	16,994	98,230
Near Term Scopes 1 & 2 2030 target	20,289	11,767	11,523
Near Term Scope 3 (Category 1)	141,630	106,222	86,707

In 2024, our European environmental management systems were re-certified by Bureau Veritas as meeting the ISO 14001:2015 standard. We remain proud to be listed in both the MSCI ESG Leaders Index and the FTSE4Good Index Series.

Transparency and employee engagement are central to our approach. Through our internal dashboard, colleagues can track carbon footprint reduction progress by country.

Our data collection methods are also evolving. Previously, commuting data was gathered via a separate employee survey. In 2024, we streamlined this by incorporating commuting questions into the annual Workplace Assessment - already mandatory for all employees to check on their health and safety. This integration is already showing signs of improving response rates, which in turn will significantly improve data quality.

Our sustainability efforts are guided by the Fujitsu Group Environmental Action Plan (Stage XI), which outlines our global strategy to reach carbon neutrality and address environmental and societal challenges. Each country then defines local targets to support the delivery of Fujitsu's global goals.

For 2024/25 in the UK these are:

Reduce GHG Emissions at sites by half of the base year level by end of fiscal year 2025.

Collect Emissions Data from our suppliers and encourage them to set their own targets.

Continue to promote and raise awareness of biodiversity at sites with outdoor space; and identify a method to measure the volume and variety of species.

Continue to measure and report waste volumes to reduce waste from offices.

Manage a fleet of 100% Electric company cars by 2030.

Continue to focus on water reduction.

3.2. Our Continuous Cycle: Measure, Raise Awareness, Take Action, Monitor

What are we doing to achieve our targets?



3.2.1. Measure & Monitor – Tracking progress against our targets

Target:

Reduce GHG Emissions at sites by half of the base year level by end of fiscal year 2025.

Our energy at sites (Scopes 1 & 2) has reduced year on year due to building consolidation to reduce our property footprint. We are now looking at the investment required to remove these emissions further in pursuit of the target.



Target:

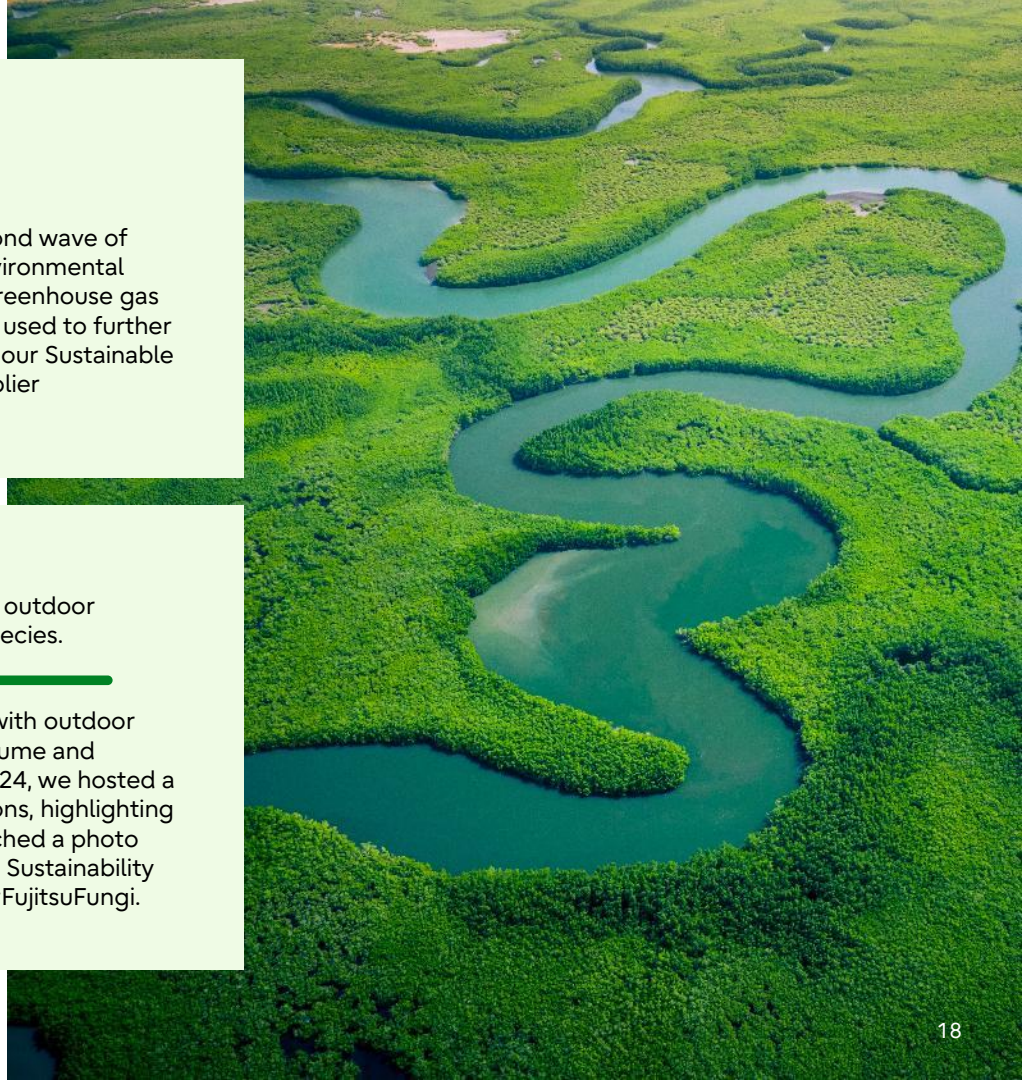
Collect Supplier Emissions Data and encourage them to set targets

In 2024, building on the success of our 2023 pilot, we launched a second wave of data collection from suppliers. This enabled us to gather updated environmental data from around 400 suppliers to the UK, including information on greenhouse gas emissions, reduction targets, and energy sourcing. The data has been used to further refine our Scope 3 emissions footprint. To strengthen alignment with our Sustainable Procurement Policy (SPP), we also embedded the policy into our supplier onboarding materials.

Target:

Continue to promote and raise awareness of biodiversity at sites with outdoor space and identify a method to measure the volume and variety of species.

We continue to promote and raise awareness of biodiversity at sites with outdoor space, while working to identify a method for measuring both the volume and variety of species. To mark the International Day for Biodiversity in 2024, we hosted a webinar showcasing case studies from across Fujitsu's global operations, highlighting our ongoing efforts and the importance of biodiversity. We also launched a photo competition under the hashtag #HabitatHeroes. In November, during Sustainability Week, we ran a similar initiative focused on fungi, using the hashtag #FujitsuFungi.





Did you know?

Our Stevenage site is home to a serene Japanese garden, showcasing more than 100 plants across 40 different species – complete with a golden Buddha. Designed as a haven for wildlife, the garden also provides a calming space that enhances the wellbeing of everyone at our Stevenage office.



NATURE
METRICS



We have identified two partners, NatureMetrics and Plantlife Biodiversity Consultants, to support us in measuring our impact on biodiversity. NatureMetrics are global leaders in biodiversity monitoring, using environmental DNA (eDNA) and satellite data to understand nature at site and supply chain level. Plantlife is the global charity dedicated to the protection and restoration of wild plants and fungi.

In late 2024, we worked together to agree on the approach, and in spring 2025, we collected our first samples at two pilot sites in the UK. This initiative will soon be extended to additional locations.

At the time of writing, we are awaiting the results and recommendations. However, the project has already sparked interest among Fujitsu employees, with many keen to get involved; either at the monitored sites or in their local areas.

Target:

Continue to measure and report waste volumes in order to reduce waste from offices

We continue to measure and report on our waste volumes. While many factors influence these figures, we recorded a 12% reduction in Financial Year 2024 compared to the previous year. Over 50% of our waste is consistently recycled, with the remainder used for energy recovery. We also maintain our commitment to sending zero waste to landfill in the UK.

Target:

Manage a fleet of 100% electric vehicles by 2030

The overall number of cars in our fleet has increased from 978 in 2022 to 1,087 in 2025. During the same period, the proportion of electric vehicles rose significantly, from 4% to 55%. Interestingly, the percentage of hybrid vehicles initially remained steady at 28% when electric vehicles were first introduced to our company car scheme but has since grown to 35%. This shift has had a noticeable impact on our business travel and commuting emissions.

	2022	2023	2024	2025
Electric vehicle	4%	13%	42%	55%
Hybrid	28%	28%	29%	35%
Fossil	68%	59%	29%	10%

3.2.2. Raise Awareness

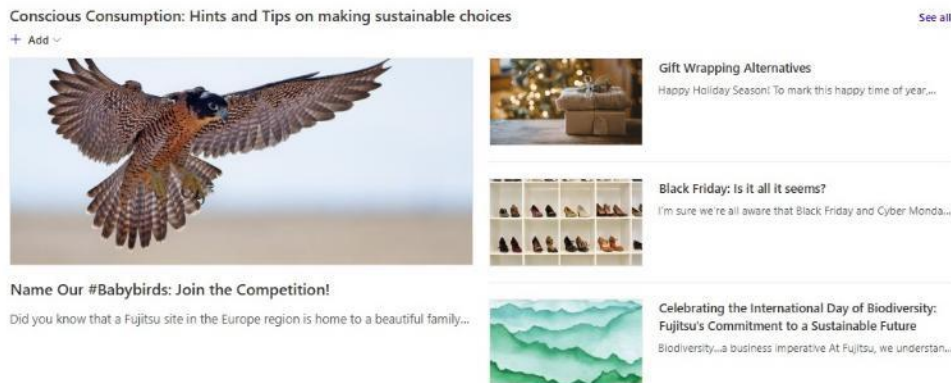
To support both internal and external engagement, we have created **Playing Our Part**: a storybook of key facts highlighting how we are reducing our environmental impact across the region. Internally, we run a variety of awareness-raising activities, including events aligned with global events such as World Clean-Up Day, the International Day for Biodiversity, and dedicated weeks focused on Sustainability and Digital Wellness.

In 2024, we introduced Climate Fresk workshops, a collaborative, card-based activity that guides participants through the science of climate change, from causes to consequences. Each session concludes with participants making personal pledges to reduce their environmental impact. We have trained facilitators in France, the UK, Finland, Spain, and Portugal, and have also delivered workshops in Belgium and Sweden.

3.2.3. Take Action

By raising awareness, we aim to empower employees to act wherever it is relevant to them. While not everyone can influence decisions such as energy procurement, all employees can consider how they commute, how to reduce emissions from business travel, or, if working with suppliers, engage in conversations about their journey to net zero.

We also encourage idea-sharing and active participation in campaigns and competitions. Our Environmental Showcase SharePoint page features a blog with a wide range of topics, from eco-friendly celebrations such as Easter and Diwali, to reducing plastic use and supporting biodiversity at home...whether you have a garden or not!



3.2.3.1. Sustainable Cleaning

Following a successful trial at our Manchester campus, we expanded the use of the AquaSmart cleaning solution to five additional locations during Financial Year 2024–2025: Basingstoke, Bracknell, Stevenage, and our two new sites in Birmingham and Wakefield.

Sourced through our UK cleaning partner, AquaSmart is an innovative system that transforms ordinary mains water into an aqueous ozone solution via a wall-mounted unit. This powerful yet natural cleaner, 30 times more effective than bleach, is used to clean desks, glass, floors, and nearly all other surfaces. Safe and sustainable, it has allowed us to drastically reduce the use of chemical cleaners across our sites, along with the associated single-use plastic and packaging waste.

For areas where aqueous ozone isn't quite strong enough, such as toilets and washrooms, we've introduced an eco-friendly alternative: Odorbac, an all-in-one cleaner supplied in post-consumer recycled (PCR) bottles. As part of a closed-loop system, empty bottles are returned, refilled by the supplier, and sent back, further cutting down on single-use plastics.

With positive feedback and measurable benefits, AquaSmart is now set to be rolled out to four more UK sites in Financial Year 2025-2026.

3.2.3.2. Closing the Loop: Encouraging Smarter Recycling

During summer 2024, we launched a campaign encouraging employees to share what they recycle and offer tips to inspire others. Using the hashtag #RecycleTips, we invited people to talk about their recycling habits, both at home and in the office. For example, not everyone is aware that we have battery recycling points at all our sites.

Among the suggestions, one employee asked: "Is it feasible to recycle lanyards?" At Fujitsu, we've already taken steps to address this by issuing reusable name badges for internal events. However, lanyards are still regularly handed out at conferences or for specific campaigns, and what happens to them afterwards is often overlooked.

We investigated further and discovered that recycling lanyards (along with the attached name tags and plastic pouches) is indeed possible. As a result, we've placed dedicated collection boxes at each of our main sites and are now encouraging everyone to help fill them. It's a small but meaningful step towards reducing waste and promoting responsible recycling.



3.2.4. Monitor

During Financial Year 2024 / 2025, we made meaningful progress on our UK sustainability goals. Total location based GHG emissions reduced from 119,573 tCO₂e in Financial Year 2023 / 2024 to 98,230 tCO₂e, bringing us significantly closer to our target of halving emissions. Reductions in emissions from purchased and capital goods demonstrate the positive impact of engaging suppliers on more sustainable practices. Waste-related emissions remained largely stable, reflecting consistent management while highlighting opportunities for further improvement in the year ahead.

Summary of emissions by Scope (tCO ₂ e)	Base Year 2020	Financial Year 2023 / 2024	Financial Year 2024 / 2025
Scope 1 - Direct Emissions	5,397	1,943	1,574
Scope 2 - Indirect Energy Emissions (Location Based)	14,892	14,060	9,949
Scope 2 - Indirect Energy Emissions (Market Based)	0	55	7
Scope 3 - Indirect Emissions	141,630	103,570	86,707
Total	169,940	119,573	98,230

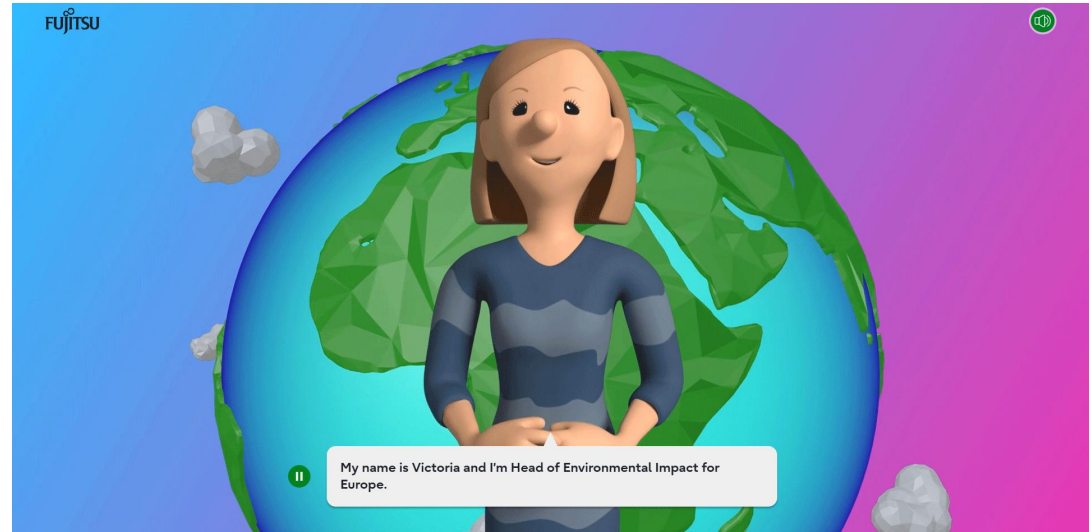
3.3. Introducing our 'Worlds' of Interactive Learning

Building on the success of our interactive online training module Safety Awareness World, we have recently launched a series of new "Worlds" for employees to explore. These gamified training experiences include knowledge quizzes and league tables to encourage friendly competition between departments and countries.

The first to launch in Financial Year 2024 / 2025 was Quality Awareness World. Assigned to all employees via our learning management system, in January, this engaging training module supports colleagues across Fujitsu Europe in delivering our Quality Management System in line with ISO 9001 requirements. It will be followed by Risk World and Compliance World in Financial Year 2025 / 2026.

Most recently, we introduced Eco World, designed to raise awareness and promote understanding of sustainable practices both at work and in everyday life. Participants engage with key topics such as energy conservation, waste reduction, and green initiatives through interactive conversations featuring representatives from across Fujitsu. The course encourages informed, environmentally responsible choices, while also highlighting the relevance of sustainability across different roles and business areas.

Each training module takes less than 30 minutes to complete and is available in English, French, German, Polish, Portuguese, and Spanish. Completion rates will be monitored and participation actively encouraged throughout Financial Year 2025 / 2026.



3.4. TCFD in Action: Navigating Climate Risk and Opportunity

Fujitsu Services is committed to reducing our environmental impact as a trusted IT services provider. Climate change continues to affect people, biodiversity, and businesses worldwide. In response, Fujitsu has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), using its framework to assess risks and opportunities under different global temperature rise scenarios.

In Financial Year 2024 / 2025, we reported on TCFD for the first time in the UK, applying Fujitsu's Risk Management process to assess the implications of two potential global temperature increases - 1.5°C and 4°C. In line with TCFD guidance, we considered both the financial risks and the potential opportunities these scenarios present.

To support this, we established a dedicated Taskforce of sustainability professionals. Drawing on the structure of a similar assessment by our parent company, Fujitsu Limited, we developed a UK-focused strategy for identifying and evaluating climate-related risks and opportunities.

The Taskforce engaged over 50 key stakeholders across the UK and Europe, including risk analysts, HR, data centre experts, and facilities managers. Our first workshop examined the risks posed by climate change, such as extreme weather, temperature volatility, and flooding. A second session explored opportunities to use Fujitsu's technology and expertise to support customers and reduce climate impact. A third workshop with the Senior Leadership Team helped validate risks and assign ownership.

Following validation, the key risks were integrated into our existing risk framework, while identified opportunities were refined and assessed by business units for feasibility and impact. This structured, collaborative approach enables Fujitsu to build resilience against climate-related risks while identifying opportunities for sustainable innovation and growth. Many of the risks identified align with those at the Group level, while others reflect the specific context of our UK operations.



3.5. Corporate Sustainability Reporting Directive (CSRD)

During the 2024 financial year, Fujitsu began preparations for reporting under the upcoming European sustainability regulations, originally targeting the 2025 financial year. This included conducting a double materiality assessment and reviewing the European Sustainability Reporting Standards to identify any gaps. However, recent changes introduced by the European Union have revised the reporting timeline, and we now expect to report on the 2027 financial year.

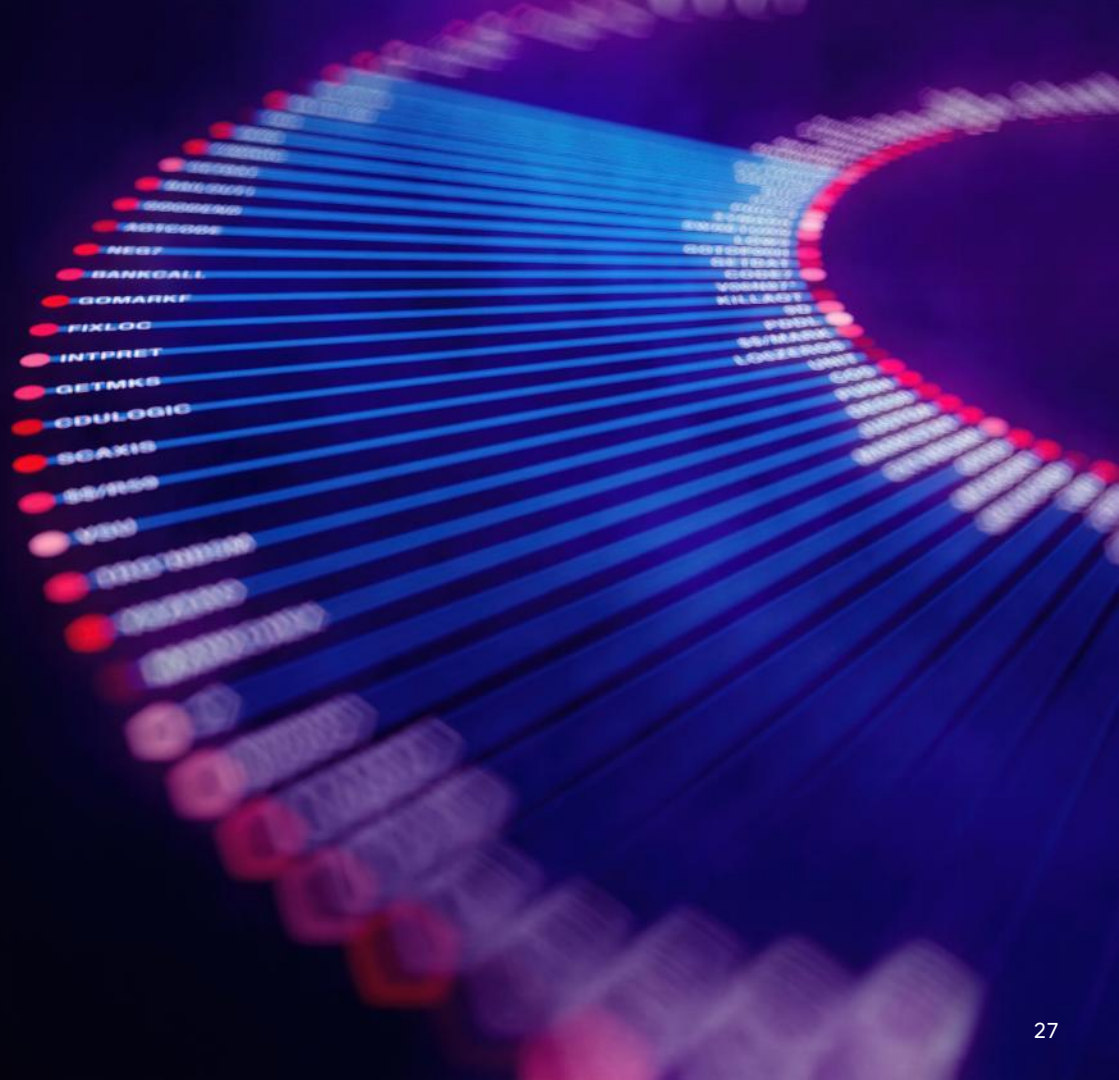
Despite the extended deadline, work will continue. The risks and opportunities identified through the double materiality assessment will inform the development of our 2025 report aligned with the Task Force on Climate-related Financial Disclosures.



4 Prosperity

Driving equitable prosperity through trusted digital solutions

Inclusive growth means ensuring innovation benefits for everyone. At Fujitsu, we use technology to drive positive societal impact by supporting charities, delivering social value, championing responsible AI, and preparing the next generation for a digital future. Through employability workshops, development programmes and supporting former military personnel, we open doors for people inside and beyond our business. By partnering with Small / Medium Enterprises (SMEs), we help build a prosperous and inclusive digital economy. These are just some of the ways we contribute to thriving communities.





4.1. Empowering Communities

4.1.1. Cancer Research UK: A partnership that powered progress

Until January 2025, Fujitsu proudly partnered with Cancer Research UK, the world's leading cancer charity, dedicated to saving and improving lives through pioneering research, advocacy, and information. Through our partnership, we have helped Cancer Research UK drive progress towards a world where everyone can live longer, healthier lives free from the fear of cancer.

Collaborative Research: Accelerating Drug Discovery

A key focus of our collaboration has been an early-stage drug discovery project led by Cancer Research Horizons Therapeutic Innovation (CRH-TI) and Newcastle University with the aim of finding new cancer treatments.

Drug discovery is a complex process involving many stages. It begins with identifying a potential target within the body which, if modified, could have an effect in treating disease. The team at Newcastle University have identified such a target, known as CDK2-cyclin A. CDK2 and cyclin A are both proteins involved in cell division. By targeting these proteins, we can interrupt the division of cancer cells and stop them from multiplying. Newcastle University developed small chemical fragments that weakly bind to cyclin A as building blocks for designing larger, more complex drug molecules. Fujitsu's quantum-inspired Small Molecule Drug Discovery Platform enabled rapid generation and screening of trillions of molecular combinations, significantly speeding up the search for the drug molecules most likely to bind effectively to cyclin A.

This computational screening narrowed down promising molecules, which Newcastle University then prioritised for lab synthesis and testing. Early experimental results confirm some molecules are binding to the target as predicted, marking substantial progress achieved more rapidly than in previous projects. Further laboratory tests will determine if these compounds have sufficient binding strength to advance to the next stage of development.

Celebrating Fujitsu's Fundraising Heroes

Our teams across the UK have demonstrated remarkable dedication through fundraising initiatives supporting Cancer Research UK's vital work. Notably, Nicola Maxwell raised £1,105 by completing the 26.2-mile Shine Night Walk in London, motivated by her own cancer experience and desire to give back. Stephanie Wintersgill courageously took part in the "12 Dips in December" challenge, plunging into the North Sea 12 times and raising £450 in memory of loved ones and for her father's ongoing treatment. These inspiring efforts reflect Fujitsu's strong community spirit and commitment to beating cancer.



Research highlights enabled by our support

Our fundraising has helped raise vital funds for Cancer Research UK's life-saving work. Thanks to their supporters and partnerships like ours, Cancer Research UK are driving discoveries which are giving more people affected by cancer more precious time with their loved ones. Some of their recent research highlights include:

Improving Prostate Cancer Surgery

Professor Freddie Hamdy at Oxford University has developed a fluorescent dye that binds specifically to prostate cancer cells, making them visible to surgeons. This innovation helps ensure complete removal of cancerous tissue while preserving healthy tissue, reducing side effects. Clinical trials are underway, and future applications could extend to other cancers, improving patient outcomes.

Preventing Lung Cancer

Researchers are developing LungVax, the world's first vaccine aimed at preventing lung cancer by training the immune system to recognise early cancer signals (neoantigens) on lung cells. Lung cancer is the UK's leading cause of cancer deaths, and this vaccine could transform prevention and save many lives.

Early Detection of Mouth Cancer

Funded by Fujitsu through the Stand Up to Cancer campaign, and in collaboration with the Engineering and Physical Sciences Research Council, Dr Ruchi Gupta at the University of Birmingham is developing a flavoured hydrogel 'lollipop' that detects mouth cancer earlier by capturing cancer-specific proteins from saliva. This non-invasive, more comfortable diagnostic method has the potential to be expanded for early detection of other cancers.

Thanks to the partnership between Fujitsu and Cancer Research UK, along with the incredible efforts of our community, CRUK continue to support groundbreaking research, accelerate innovative treatments, and provide hope for people affected by cancer. Together, we have made tangible progress in beating cancer; step by step, day by day.

4.1.2. Charity and Community Connection Initiative

Our new Charity and Community Connection (CCC) initiative puts employees at the heart of driving meaningful social impact across the UK. This programme empowers colleagues to support causes they care about by requesting donations to local charities and community projects that align with the CCC core objectives. When submitting a donation request, we encourage employees to consider how their chosen charity reflects the goals of the initiative, which is built around three key pillars.

Promoting digital inclusion and literacy



We want to tackle inequalities in digital literacy by enhancing access to education and skills with a focus on underrepresented communities.

Developing sustainable technologies and practices



We want to leverage technology to protect our planet, reduce carbon footprints, and promote ethical use of technology.

Strengthening community and local engagement



We want to invest in community-driven programs to enhance local communities and/or create sustainable social impact ideally using digital tools and technology.

Through these pillars, we're working towards a future where trust and technology go hand in hand to create a more sustainable and equitable world. In recognition of the vital role our employees play, we also offer a standard sponsorship contribution for colleagues participating in fundraising challenges, further supporting the causes they are most passionate about.



4.1.3. Supporting Veterans in the Workplace: Fujitsu's Commitment to Military Transition

At Fujitsu, we are proud to support former service personnel as they transition into civilian careers, recognising the immense value their skills and experience bring to the corporate environment. Our initiatives are designed not only to open doors but to provide sustained, structured pathways into meaningful employment within our organisation.

Fujitsu Service Leavers Industry Days

Twice a year, our Defence and National Security Team hosts Industry Days for approximately 25 service leavers. These events offer insight into Fujitsu's operations, career opportunities, and how our recruitment process values Armed Forces experience. With an impressive employment rate of up to 40% from attendees, these sessions offer an open and insightful entry point for veterans considering a career outside of the Military.

Military Transition and Talent Programme (MTTP)

One unique initiative we have introduced is our Military Transition and Talent Programme. This is a pioneering initiative created by one of our own ex-military colleagues, UK Chief of Staff, Lee Davey. It addresses the transition challenges service leavers may face, such as limited exposure to business and commercial practices, by providing a supportive bridge into the corporate world.

Participants undertake a two-year fixed-term contract within our Defence and National Security Business Unit, rotating across various functions including project leadership, commercial operations, and finance. This hands-on experience is complemented by targeted coaching and mentoring to build business acumen and enhance existing leadership skills.

Following the programme, candidates are invited to a formal and independently facilitated assessment centre to qualify for a permanent project management role. To date, we have offered 16 Service Leavers MTTP opportunities and all 16 have successfully passed the assessment, with nearly half progressing, on further promotions, to senior project management and leadership roles.



A proven pathway to success

Through these initiatives, Fujitsu not only empowers ex-service personnel with the tools and opportunities to thrive in the corporate sector but also enriches our own organisation with unique perspectives, experiences and leadership qualities. The success of our MTTP alumni is a testament to the programme's impact and to the extraordinary talent that veterans bring to the workplace.

4.1.3.1. SSAFA

Fujitsu's longstanding support for the British Armed Forces is a key part of our commitment to responsible business, with a particular focus on veterans and their families. Since 2007, our Defence and National Security business (DNS) has proudly partnered with SSAFA – the Soldiers, Sailors, Airmen and Families Association – the UK's oldest national tri-service military charity, dedicated to supporting serving personnel, veterans, reservists and their loved ones.

Through SSAFA's Corporate Friends Programme, we've built strong ties within the defence community while helping raise critical awareness and funds. To date, Fujitsu has raised £620,400 for SSAFA through a combination of event sponsorships and employee-led fundraising. These contributions have directly helped to ease hardship for those connected to the Armed Forces.

Each year, we actively participate in major events such as the Reservists Reception, the SSAFA Corporate Friends networking event, and the SSAFA's London Carol Concert. We also host our own initiatives including Easter and Christmas Box appeals, receptions at the Defence and Security Equipment International (DSEI) exhibition, and in-office fundraising activities. Fujitsu colleagues regularly go the extra mile – quite literally – through sponsored runs, skydives, and other challenges in aid of SSAFA.

Between April 2024 and March 2025 alone, we raised £53,700. This includes general donations, restricted funds, and sponsorship of key events such as the Defence Contracting, Innovation and Delivery (DCID) forum.

At the 2024 Defence Women's Network (DWN) Conference, we launched an interactive message wall at our Fujitsu stand – for every message left, we donated £1 to SSAFA. The initiative was a great success and reinforced our values of collaboration and community impact.

Additionally, although not formal sponsors, Fujitsu colleagues have supported the Royal British Legion (RBL) Poppy Appeal at London's Waterloo Station for the past three years. In 2024, their volunteer efforts helped collect around £100,000 in donations.



£620,400

raised for SSAFA through a combination of event sponsorships and employee-led fundraising



£53,700

raised between April 2024 and March 2025



£1 for every message left

on the interactive message board at the DWN conference



£100,000 in donations

Collected help from volunteer efforts

4.1.3.2. Saheli Collaboration

Saheli is a Manchester-based organisation dedicated to supporting Black, Asian and Minority Ethnic (BAME) women and children fleeing domestic abuse. As a frontline service, their team brings a wide range of expertise and experience to their vital work. Recognising the increasing importance of digital tools in day-to-day operations, Saheli welcomed the opportunity to further strengthen their digital capabilities.

Our engagement with Saheli began in May 2024 through regular virtual contact, allowing us to build a strong relationship and gain a deeper understanding of their operational needs. In January 2025, a team from Fujitsu visited Saheli's headquarters in Manchester for an in-person introductory meeting. This visit provided valuable insight into how we could best support their goals.

Following this, a group of Fujitsu volunteers co-designed a bespoke digital training programme tailored to Saheli's working environment. The team developed accessible, PowerPoint-based workshops and delivered the first session in May 2025. This session focused on foundational digital skills, including efficient file management, enhanced use of Microsoft Outlook, and an introduction to Microsoft Forms to help streamline administrative processes. The training was designed to complement the existing strengths of the team, offering practical tools to support their daily work. Staff with varying levels of digital experience were able to engage with the content, and newer team members particularly benefited from the collaborative learning environment.

The overarching aim of this initiative is to build confidence and efficiency in using everyday technology, enabling Saheli's staff to spend more time on their core mission—supporting women and children in crisis. Improved digital literacy is helping the team to better organise information, manage communications, and reduce time spent on repetitive tasks.

We plan to continue delivering further sessions from September 2025, offering progressive learning opportunities aligned with the evolving needs and confidence levels of Saheli's team.

This initiative supports our Social Value commitment and contributes to the theme of "Jobs: Promoting Local Skills and Employment" by creating meaningful opportunities for local people to grow and thrive in their roles.





4.2. Future Ready Workforce

At Fujitsu, building a future-ready workforce is not just a strategic priority, it's essential to our success in an ever-evolving digital world. We recognise that the skills needed for tomorrow are changing rapidly, and we are committed to ensuring our people have the tools, knowledge, and opportunities to adapt, grow, and thrive.

Investing in apprentices and graduates is a cornerstone of this commitment. These early-career professionals bring fresh perspectives, new energy, and a hunger to innovate, helping us stay agile and forward-thinking. At the same time, we believe in the potential of every colleague, regardless of where they are in their career. That's why we actively support upskilling and reskilling across the business, creating pathways for continuous learning, career progression, and adaptability.

Whether it's through formal training programmes, access to emerging technologies, or opportunities to gain industry-recognised certifications, we're focused on creating an environment where lifelong learning is part of our culture. A workforce that's empowered to learn is a workforce that's ready for anything; and that's the kind of future we're building together at Fujitsu.

4.2.1. Rebekah's Story

"I'm from Rainham in Essex, and when I was doing my A-levels I was trying to picture what sort of role I could fit in within the tech industry. I looked at university courses, but full-time university didn't feel like the path that felt right for me. I didn't want to wait for a placement year or completion of my degree to start making an impact, I wanted to learn and grow in a real-world environment and get stuck in rather than have my focus be solely on full time education.

That's when I started looking beyond traditional routes. I didn't just apply to every apprenticeship I came across. I researched. I wanted to work somewhere that felt aligned with my values - where I'd be supported, challenged, and able to grow. That's what led me to Fujitsu.

I spoke to someone during the assessment centre, who went on to be my team lead, and their openness about the meaningful project work, learning support and safe learning environments solidified my decision as it showed me I was joining an inclusive culture as well as a company.

Since then, I've had the chance to work on diverse projects and grow into a well-rounded professional. I've worked across software development projects as well as a large delivery management role. One of the most defining moments was working as a Delivery Manager on a project to develop a groundbreaking education app. I've learned that leadership isn't about having all the answers - it's about listening, adapting, and showing up. I've also learned the power of documentation, the value of small wins, and how much teams thrive when empathy is prioritised alongside delivery. The praise I've received - from senior leaders, colleagues, and clients - reminds me how far I've come, and how much more there is to do to improve.

As I approach the end of my apprenticeship and reflect on the opportunities and projects, I've been part of over the past four years, it is clear that I didn't just start a job, I found a place where I could grow, be valued, and exceed the expectations I once had for myself and my future."



4.2.2. Jack's Story

"Fujitsu gave me the chance to study while working through a degree apprenticeship - the BSc (Hons) in Digital and Technology Solutions at Manchester Metropolitan University. I started out in the Byte team and Emerging Talent pool, where I got to explore different technologies and programming languages through a rotating plan. Eventually, I found my place in the OutSystems low-code team, where I learned how to work in Agile and started building web apps with a strong focus on data. Over the year, I built up my technical skills, earned a certification, and gained confidence. But during this time, I realised something was missing.



We were delivering what the business needed, but the actual people using our products weren't really part of the conversation. That made me curious about front-end work and user interfaces. But I quickly realised it wasn't just about making things look better, it was about rethinking the whole approach so we could design with people in mind from the start, not just at the end.

That's what brought me to the Digital Accessibility and User Experience (DAX) team, where I joined as a User Researcher. I didn't come from a formal design background, but I threw myself into it, talking directly with users and learning as I went. My first project investigated why only 54.6% of apprentices were completing their programmes, which led to the idea for an app that makes Apprenticeships more accessible. I was hands-on from the start and focused on bringing what users were saying back into the way we built things.

Later, I used my apprenticeship project as a chance to test how we could make Agile delivery more user-focused; bringing in design thinking and helping teams think more about the people behind the technology.

Through all of this, I've learned that taking ownership really matters. It's pushed me beyond just coding - into solving real problems, working with different kinds of people, and making sure that what we build actually works for the people using it."

4.2.3 Fujitsu's Partnership with UA92

Fujitsu's partnership with University Academy 92 (UA92) began in March 2024 with the shared goal of equipping students with practical industry experience and insights into the world of IT. This collaboration has not only enhanced opportunities for students but has also allowed Fujitsu colleagues to contribute meaningfully to the development of future talent, creating genuine social value and a deeper connection with the next generation of professionals.

UA92, based in Greater Manchester, has two campuses: one in Old Trafford and another in Salford. Founded by the Class of '92 from Manchester United, including Gary Neville and Ryan Giggs, the institution was designed to redefine traditional education models. Their focus is not only on technical qualifications but also on character development, lifelong learning and professional growth. Uniquely, they offer a block teaching model with no exams, enabling students to better manage life alongside their studies and promoting inclusive learning pathways for individuals who may not have thrived in conventional academic settings. The university also places significant emphasis on supporting neurodiverse learners and those from underrepresented or disadvantaged backgrounds.

This partnership with UA92 has provided an incredibly rewarding platform for Fujitsu colleagues to deliver real-world impact. From the start, we recognised UA92 as a forward-thinking institution that approaches student learning in an empowering and innovative way. Their inclusive ethos ensures every learner is seen and supported as an individual, helping them discover and showcase their full potential, particularly in relation to careers in the tech sector.





UA92 wanted to collaborate with Fujitsu to co-create a programme of meaningful activities. These include guest lectures, subject matter expert sessions, mentoring, insight days and curriculum development, all aimed at giving students hands-on experiences and direct engagement with professionals in the tech industry. The partnership is a two-way exchange: while students benefit from practical industry knowledge, Fujitsu also gains valuable insight into how the next generation views, interacts with and influences the evolving digital landscape.

Our first engagement took place during the UA92 Festival of Wellness, held across both campuses in October. This week-long event focused on student wellbeing through a series of interactive sessions. Fujitsu colleagues Gary Young, Chris Humphries and William Walker delivered talks on strategic thinking, holistic wellness and financial literacy. Their sessions generated strong engagement and encouraged students to reflect on essential life skills that will serve them throughout their academic and professional journeys. Additional support from across the Fujitsu team, including Service Delivery Managers and Degree Apprentices, helped facilitate workshops and discussions, ensuring the event was inclusive and impactful.

Shortly after, Fujitsu took part in UA92's Careers Fair. For many students, this was their first introduction to Fujitsu, offering an opportunity to share who we are, what we do and what careers in tech might look like. Students who had attended the Wellness Festival were especially enthusiastic, inspired by the insights shared during our sessions and eager to explore further opportunities with us.

In November, Mike Wallace, Head of Service Optimisation at Fujitsu, delivered three engaging lectures to first-year Business Management students. His sessions explored the role of data in everyday decision-making, from buying concert tickets to choosing a partner, showing students the pervasive influence of data in modern life. Building on this, Mike returned in January to lead a Digital Hackathon for Business Management students. Around 25 participants, many from international backgrounds, worked in teams to solve a real-world business challenge. Their innovative solutions and professional presentations impressed everyone involved. The top team received Fujitsu prizes, and the event highlighted the creativity and capability of the students, as well as the strength of this collaborative model.

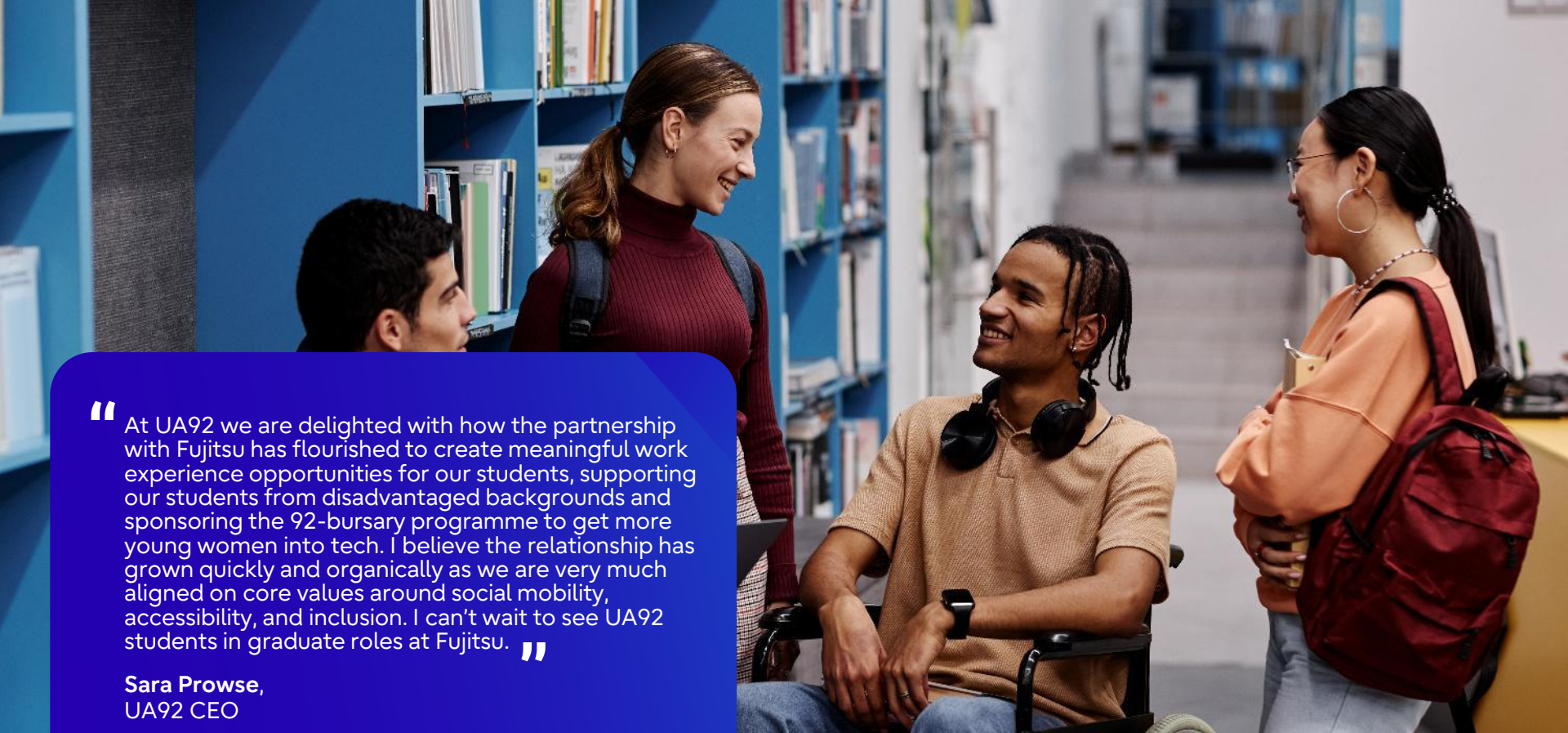
So far, Fujitsu has supported UA92 through lectures, workshops and events, engaging over 200 students. These interactions have helped students build technical knowledge, confidence and a clearer understanding of pathways into the IT industry. At the Careers Fair, the entire student cohort had the chance to meet our team and gain first-hand insights into working in tech, enriching their overall university experience.

Our commitment has extended beyond events and into long-term investment. We have provided a £40,000 bursary to UA92 to support six young women in pursuing careers in technology and to establish a Women in Tech board, guided by Fujitsu colleagues and other industry leaders. Additionally, we have allocated apprenticeship levy funding to help 13 UA92 staff members enhance their own professional skills and career development.

To date, Fujitsu colleagues have dedicated more than 250 hours to this partnership. This reflects our commitment to social impact and our belief in building strong connections with the future workforce. It is also an opportunity to share expertise, learn from new perspectives and stay relevant in a fast-evolving digital world.

This growing relationship with UA92 is built on shared values of inclusion, innovation and meaningful impact. It is a powerful example of how business and education can come together to support and empower future talent while strengthening communities and industry alike.

Finally, the quote below from Sara Prowse, UA92 CEO, reflects UA92's perspective on the partnership, how it has evolved and the impact it has had. We are looking forward to developing and growing this further in the coming months ahead and continuing to build upon this by supporting the students of UA92 in their learning journeys.



“ At UA92 we are delighted with how the partnership with Fujitsu has flourished to create meaningful work experience opportunities for our students, supporting our students from disadvantaged backgrounds and sponsoring the 92-bursary programme to get more young women into tech. I believe the relationship has grown quickly and organically as we are very much aligned on core values around social mobility, accessibility, and inclusion. I can't wait to see UA92 students in graduate roles at Fujitsu. ”

Sara Prowse,
UA92 CEO

4.2.4. Fujitsu and The Ulysses Trust: Empowering the Next Generation of Cadets

We are honoured to support cadets through our affiliation with organisations like The Ulysses Trust. This partnership is part of our wider commitment to the Armed Forces community, including reservists, veterans, and their families, and reflects our belief in investing in the development of young people who represent the future of our nation's defence.

The Ulysses Trust provides financial support to members of the UK Volunteer Reserve and Cadet Forces, enabling them to take part in adventurous training and challenging expeditions. Our backing helps cadets build essential life skills such as confidence, resilience, and self-awareness; all of which contribute to their personal growth and future career success. Through these experiences, cadets also develop teamwork, leadership, and a real sense of achievement.

Our partnership with The Ulysses Trust, and with other organisations supporting the cadet and Armed Forces community, reinforces our commitment to nurturing talent and giving back to those who serve. It also underlines our role as a responsible and engaged employer within the Defence and National Security sector.

In support of this, we also have a dedicated policy in place for Cadet Force Adult Volunteers (CFAVs), offering them an additional week of paid leave each year to support their cadet-related activities.



THE ULYSSES TRUST



4.2.5. Careers CiCi: A Digital Step Forward for the Future Workforce

As part of our broader commitment to building a future-ready workforce, Fujitsu partnered with St Cecilia's College, Derry, in October 2024 to support the launch of CiCi, the first AI-powered careers chatbot introduced in a school anywhere in Ireland. This innovative platform is designed to equip young people with the tools, knowledge, and confidence they need to make informed decisions about their careers in an increasingly complex and digital job market.

We recognise that preparing the next generation for the future of work starts well before they enter the workplace. Access to relevant, up-to-date careers information, presented in a personalised and accessible way, is vital to helping young people understand the opportunities available to them. CiCi (which stands for Careers Innovation and Careers Intelligence) answers this need, using AI technology to deliver practical information, advice, and labour market insight directly to students. This also has a built-in 'warm handover' to a human careers adviser when needed.

The platform includes features such as a Skillsometer quiz based on Dr John Holland's career theory, personalised conversations with a virtual advisor named "Charlie" (modelled on a Level 6/7 careers advisor), live labour market data, salary comparisons by region, and links to real-time apprenticeship and job vacancies. It also supports decisions around GCSE and A-level subject choices, higher education, and alternative career pathways.

When St Cecilia's reached out to us seeking partial funding for the project, we saw an opportunity to back a pioneering solution that aligns closely with our commitment to digital enablement and future skills development. Rather than contributing a portion, we secured full funding through our Responsible Business and Impact on Society teams, and the project was fully supported by December 2024.

This wasn't just about supporting one school, it was about championing a model for how AI can reshape early careers education and make it more inclusive, data-driven, and empowering. During the official launch in early 2025, we joined the school to mark the introduction of CiCi and share why supporting future talent pipelines is so critical to Fujitsu.

Dr Deirdre Hughes OBE, a respected voice in careers innovation and co-founder of CareerChat UK, praised the ground-breaking initiative at St Cecilia's:

“CiCi is a fantastic and easy resource that can be used by students of all abilities. It is inclusive, personalised, and already helping young people explore career possibilities, raise aspirations, and build awareness of real-world opportunities. ”

At Fujitsu, we understand that the future of the tech industry, and society more broadly, depends on how well we support and nurture future talent. By investing in cutting-edge tools like CiCi, we're helping shape a more prepared, informed, and inspired workforce of tomorrow.

4.2.6. Tech Meets Therapy: Supporting SEN Education Through Digital Innovation

Fujitsu's commitment to social value and community support recently took shape through a meaningful collaboration with Greatwood, a Marlborough-based charity pioneering a unique educational approach. Greatwood is the first organisation in the UK to use former racehorses to help educate disadvantaged children and young adults with Special Educational Needs (SEN). Their work combines equine-assisted learning with tailored support programmes to foster confidence, emotional regulation, and life skills in students who often struggle in traditional education environments.

As part of our social value programme, Fujitsu colleagues Becca Blow and Binta Hanakuka spent a day on-site with the Greatwood team. The visit provided valuable insight into the charity's day-to-day operations and revealed a number of manual, time-consuming tasks that placed additional strain on limited staff resources. These included repeated training processes and administrative routines that could benefit significantly from digital optimisation.

Following their visit, Becca and Binta collaborated with Fujitsu colleagues Scott Rimmer and Angus Bowden to create a Booking Tracker and a suite of engaging, informative training videos and supporting materials. These resources were designed specifically for Greatwood's team, enabling them to standardise training, reduce onboarding time, and improve staff confidence in carrying out procedures independently. Crucially, the videos can be reused and easily shared, providing a long-term solution that enhances operational efficiency and frees up time for staff to focus on what matters most, their students and horses.

This initiative exemplifies how targeted digital solutions can deliver tangible impact to third-sector organisations, particularly those working in highly specialised and hands-on environments. It also highlights Fujitsu's broader commitment to using our expertise and resources to support communities, education, and inclusion, ultimately helping build a more equitable and future-ready society.



4.3. Technology for Societal Good

SDGs: 8, 9, 10

4.3.1. AI: Powering Progress, Guided by Ethics – A Fujitsu UK Perspective

Artificial Intelligence is rapidly reshaping our world, with the potential to revolutionise industries and enhance lives in countless ways. From streamlining healthcare to enabling smarter cities, the benefits for the UK could be transformative. However, with such power comes responsibility: to ensure AI is developed and deployed ethically, in service of the greater good. At Fujitsu UK, we believe ethical AI is not simply a box to tick; it is the foundation upon which a sustainable and equitable future must be built.



Why Ethical AI Matters: Real-World Impacts

Imagine a world where AI plays a role in decisions that affect your everyday life. For example, consider the job application process. If an AI system is used to screen CVs and is trained on biased historical data that favoured one gender, it could unfairly disadvantage well-qualified applicants, thereby perpetuating inequality in the workplace. Ethical AI ensures fair opportunities for everyone.

Now think about loan applications. A bank might rely on an AI algorithm to determine eligibility. If the system hasn't been carefully designed, it may unjustly reject applications from individuals in certain postcodes, even if they are creditworthy. This could reinforce existing social and economic divides. Ethical AI helps to promote financial inclusion.

In healthcare, AI tools are increasingly being used to support clinical diagnosis. However, if such tools are trained primarily on data from a specific demographic, their accuracy may drop significantly for patients from other groups. This could lead to misdiagnoses and potentially harmful treatment decisions. Ethical AI ensures that all individuals have equitable access to high-quality healthcare.

AI is also being used in the realm of policing and public safety. Facial recognition technologies, for example, can assist with security, but if these systems are not rigorously tested and validated, they may misidentify individuals, leading to wrongful arrests or harassment. This risk is particularly high for marginalised communities. Ethical AI plays a crucial role in protecting civil liberties.

These examples illustrate the very real consequences of unethical AI. When AI systems are biased, opaque, or poorly governed, they risk exacerbating inequality, undermining trust, and harming society at large.

Fujitsu's Commitment: Building Trust Through Responsible AI

At Fujitsu UK, we are committed to the careful development of responsible and trustworthy AI. As both a developer and provider in this rapidly evolving field, we recognise the significant responsibilities that come with this technology. While AI, including recent advancements in Generative AI and complex AI agents, offers considerable opportunities, we believe its societal acceptance fundamentally depends on trust.

We are taking active steps to ensure our systems are fair and impartial by addressing bias within our algorithms. This involves using diverse datasets and conducting thorough testing to ensure just and inclusive outcomes. We also strive to make our AI systems transparent and explainable. Users should be able to understand how decisions are made and challenge them when necessary. Data privacy and security are key pillars of our approach. We adhere to the highest standards of data protection and empower individuals to retain control over their personal information. Fundamentally, we believe AI should serve to augment human potential rather than replace it. Our aim is to develop technologies that enhance people's lives, improve well-being, and foster empowerment.

Introducing the AI Integrity Centre: Our Approach to AI Governance

Recognising the increasing societal and regulatory focus on AI ethics and business risk management, Fujitsu has established the AI Integrity Centre. This new organisation unites our AI ethics and AI business risk management teams, implementing end-to-end AI governance from strategy to operations across Fujitsu's AI business. This holistic approach ensures we address critical issues such as ethical considerations and business risk management, including compliance with emerging regulations like the EU AI Act.

The AI Integrity Centre has three primary missions:

Ensuring AI Reliability and Safety

Establishing and operating processes to guarantee the reliability and safety of our AI solutions.

Developing Control Rules and Guidelines

Formulating and promoting clear control rules and guidelines for AI development and deployment.

Promoting Internal Education and Awareness

Providing internal education, awareness initiatives, and recommendations related to AI ethics and risk management.

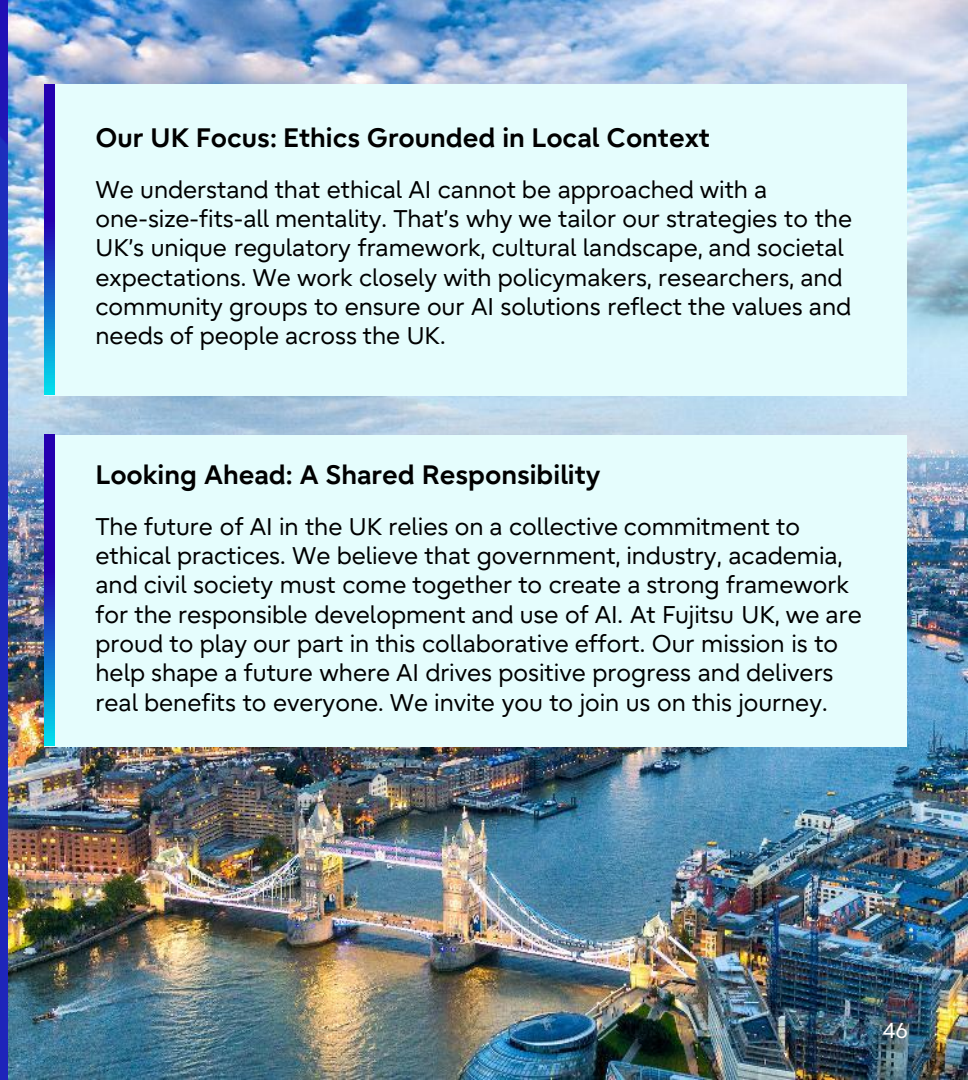
We expect this new organisation to serve as a 'lighthouse,' guiding the direction of our AI business as we accelerate its growth. It will also act as 'guardrails' and 'brakes,' preventing AI risks and addressing any potential issues. Our commitment is to build a governance system that encompasses not only quality but also AI ethics and AI business risk management, ensuring Fujitsu's AI is trusted and improves the world.

Our UK Focus: Ethics Grounded in Local Context

We understand that ethical AI cannot be approached with a one-size-fits-all mentality. That's why we tailor our strategies to the UK's unique regulatory framework, cultural landscape, and societal expectations. We work closely with policymakers, researchers, and community groups to ensure our AI solutions reflect the values and needs of people across the UK.

Looking Ahead: A Shared Responsibility

The future of AI in the UK relies on a collective commitment to ethical practices. We believe that government, industry, academia, and civil society must come together to create a strong framework for the responsible development and use of AI. At Fujitsu UK, we are proud to play our part in this collaborative effort. Our mission is to help shape a future where AI drives positive progress and delivers real benefits to everyone. We invite you to join us on this journey.



4.3.2. Antenna

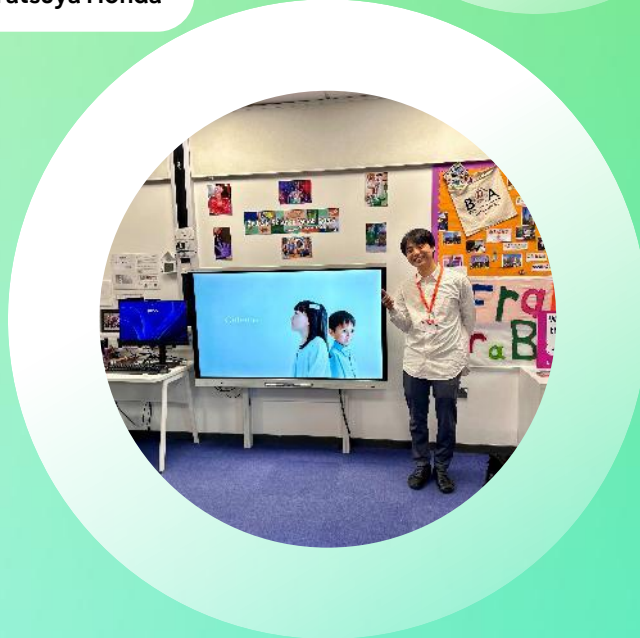
Antenna is an innovative assistive technology that allows deaf individuals to feel sound. Based at Fujitsu's headquarters in Japan, Dr Honda began developing Antenna as part of his graduation research, working closely with the deaf community. Today, Antenna is used in 80% of schools for the deaf across Japan. With the support of the Ability Matters network, Dr Honda brought this pioneering device to a school for the deaf in London in early 2025, marking a significant milestone in inclusive technology.

The visit to the school was carried out in collaboration with the World Federation of the Deaf and marked a significant first step in the global expansion of Antenna. During the workshop, students used Antenna to experience sounds such as birdsong, fireworks, and animal noises. Many expressed their enthusiasm and shared with the team that they would like to use the device again. In 2026, Antenna will launch in the United Kingdom and Germany, with plans to expand further into Europe and North & South America thereafter.

Our work with Antenna reflects our commitment to being a responsible business. We hold the intellectual property for this innovative device, which supports the deaf and hard of hearing, ensuring it is protected and used ethically. In Japan, we license these rights to a local Japanese third party, enabling local manufacturing and sales, while international distribution will be managed in partnership with a larger distributor. This collaborative model demonstrates our dedication to inclusive innovation, ethical IP stewardship, and sustainable, partner-driven growth that supports local communities and promotes social impact globally.



Dr. Tatsuya Honda



4.3.3. Driving SME Growth Through Partnership: Fujitsu & Cerco's Success Story

For over two decades, Cerco, a leading UK-based training and recruitment organisation, has partnered with Fujitsu to empower individuals in building successful IT careers. With over 30 years of experience, Cerco delivers accessible, structured, and professional IT training, equipping candidates with exceptional technical skills and customer service expertise to meet the demanding expectations of clients nationwide.

A key aspect of Cerco's mission is its commitment to supporting veterans transitioning to civilian life, fostered through strong relationships with various military charities. Driven by a shared ethos and aligned values, the partnership with Fujitsu sees Cerco providing skilled engineers for a range of services, including IMAC (Install, Move, Add, Change) and EPOS (Electronic Point of Sale) deployments. Approximately 50% of Cerco's overall business is generated through its collaboration with Fujitsu, enabling significant growth and investment in higher-level training programmes. This investment not only enhances the skills of Cerco's engineers but also creates a positive ripple effect on the local economy.

Fujitsu's commitment extends to providing valuable project opportunities and permanent positions within its internal engineering team for Cerco's workforce, including veterans seeking to reintegrate into civilian life. Diversity and digital inclusion are central to Cerco's operational ethos. Around 75% of the engineers placed with Fujitsu identify as BAME (Black, Asian, and Minority Ethnic), and Cerco maintains strong representation among veterans, career changers, and individuals without prior formal IT experience. Cerco employs a range of inclusive recruitment methods, including blind CV screening and targeted community outreach, fostering a supportive culture of respect and peer support. One engineer, after leaving the Armed Forces and joining Cerco, described their deployment with Fujitsu as a "**real career path**" after a period of uncertainty, highlighting the transformative impact of the partnership. The success of this collaboration is built on shared values of trust, accountability, and a commitment to exceeding expectations for customers and colleagues alike.



Fujitsu relies on Cerco to provide trained, reliable engineers, while Cerco emphasises professionalism, communication, and responsiveness in its comprehensive training programmes. Both organisations firmly believe in providing fair opportunities for all, enabling individuals from diverse backgrounds to start new and fulfilling careers in the IT sector. Ultimately, Cerco aims for long-term talent development, which is significantly supported by Fujitsu's scale and reach. Thousands of engineers have been engaged in Fujitsu projects over the years, with a substantial proportion originating from diverse backgrounds. As one engineer stated, "Cerco's unwavering support led to a valuable contract, invaluable mentoring, and ultimately a permanent position", underscoring the life-changing impact and far-reaching benefits of this enduring partnership.

“ Fujitsu and Cerco have partnered to transform lives by providing opportunities for veterans and individuals from diverse backgrounds to excel in IT. Their shared commitment to inclusivity and excellence drives a mutually beneficial relationship that creates lasting positive impact. ”

Hamish Woodhead
Head of Digital Workplace, Fujitsu UK



5 People

Caring for people by improving equality

At Fujitsu, we believe that progress is only meaningful when it uplifts people. From respecting human rights across our supply chain to fostering a culture rooted in dignity, inclusion, and wellbeing, our commitment to responsible business begins with our people: employees, partners, and communities alike. In this chapter, we share the actions we're taking to build a safe, ethical, inclusive workplace, and support mental and physical wellbeing. Because when people thrive, so does the future.



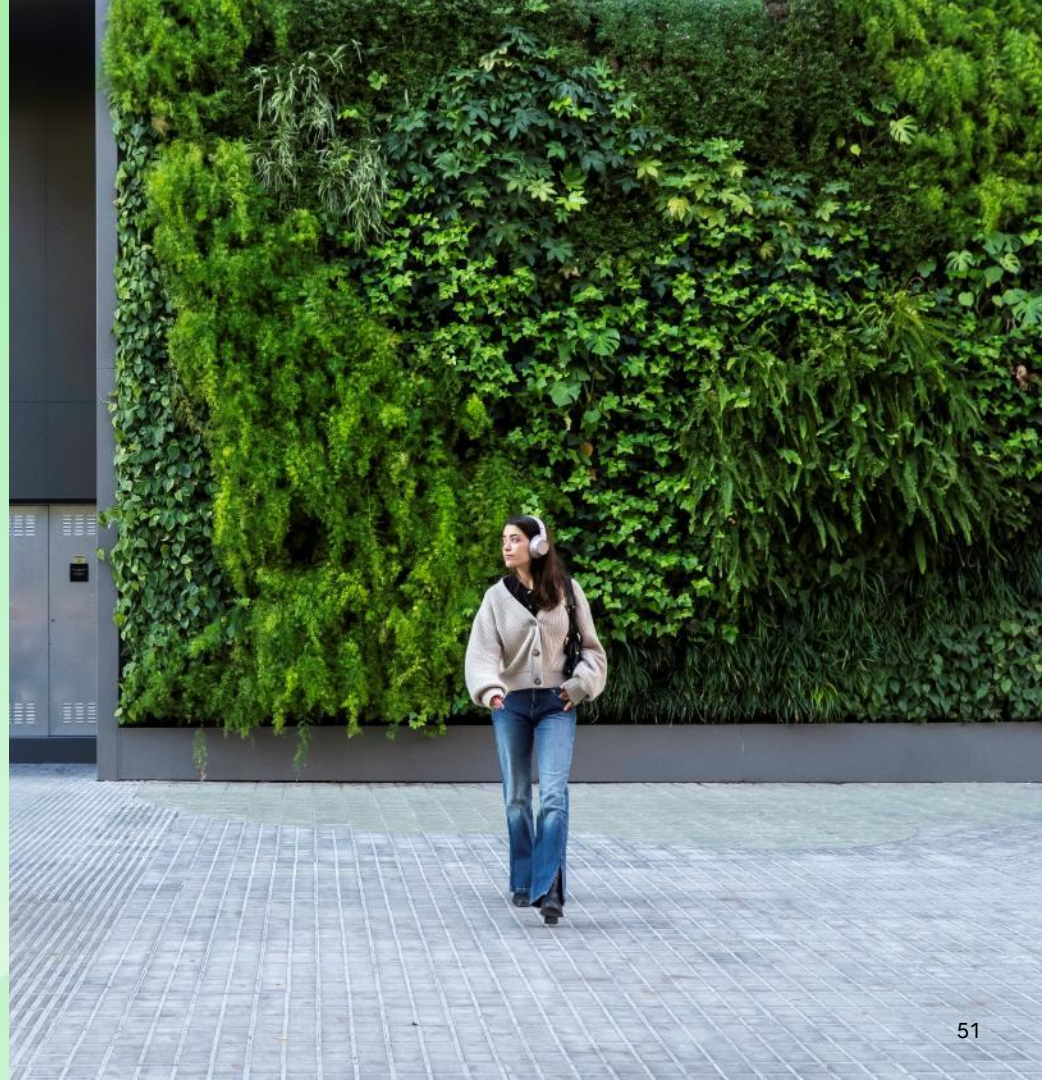
5.1. Respecting Human Rights Across Our Business

We are committed to upholding and promoting human rights across all areas of our global operations, in line with international standards such as the UN Guiding Principles on Business and Human Rights, the ILO Conventions, and the Universal Declaration of Human Rights.

Our [Human Rights Statement](#) outlines this commitment, which applies to all employees and extends to our suppliers, partners, and stakeholders. We prioritise fair treatment, prohibit discrimination and forced labour, and promote safe working conditions, freedom of association, and ethical supply chains.

Through ongoing due diligence and engagement, we work to identify, prevent, and address human rights risks, including those related to emerging technologies, ensuring our business respects and protects the dignity of all people.

SDGs: 10,16



5.1.1. Marking World Human Rights Day

Human Rights Day is observed internationally every year on 10th December. It commemorates the day in 1948 when the United Nations General Assembly adopted the Universal Declaration of Human Rights (UDHR).

At Fujitsu UK, we commemorated Human Rights Day by shining a light on the serious and often overlooked crime of modern slavery. This hidden abuse robs people of their freedom through force, coercion or deception. Victims may be trapped in forced labour, domestic servitude or sexual exploitation. Isolated, living in fear and often unable to seek help, they suffer in silence; sometimes right in front of us, yet unnoticed. There is no typical victim; anyone, regardless of age, gender or background, can be affected. Modern slavery is a grave violation of human rights that destroys lives and dignity.

On 10 December 2024, we were privileged to host a webinar with Pete Kernoghan, Training Manager at Hope for Justice. This international charity works to end human trafficking and modern slavery, reaching around 150,000 adults and children each year across the UK, USA, Ethiopia and Uganda. Over 300 Fujitsu colleagues joined the session to learn more about what modern slavery is, why it matters, and how businesses like ours can help to identify and prevent it.

SDGs: 8, 10, 16



Did you know?

On 10th December 2024, we also formally launched our “Modern Slavery in the UK” training for our UK colleagues. Over 3,000 colleagues have chosen to complete this training and now understand the seriousness of Modern Slavery and how it could affect our business.

Find the Fujitsu UK Modern Slavery Statement here



[Fujitsu Services Limited: Modern Slavery Statement 2025 : Fujitsu UK](#)

5.2. Diversity, Equity and Inclusion

In a world facing division and uncertainty, fostering inclusion is more crucial than ever. We believe our unwavering commitment to equity, respect, and belonging is essential, ensuring everyone feels valued and can thrive within our organisation and beyond. We are building a culture where everyone feels seen, heard and valued. That means drawing on a rich mix of backgrounds, experiences and perspectives and ensuring that opportunity is not shaped by age, disability, ethnicity, gender, gender identity or expression, sexual orientation, religion, socioeconomic background or working style.

Diversity, equity and inclusion are not just ideals - they are vital to how we work, how we innovate and how we grow. They strengthen our teams, deepen our connections and help us create better outcomes for the communities, customers and partners we serve.

Now more than ever, we must embed inclusion into everything we do from the way we collaborate day to day to the way we shape our future together. By doing so, we create a culture where difference is not just welcomed but celebrated.

Our Diversity, Equity, and Inclusion (DEI) strategy sets out our five focus areas to ensure all our people belong and can be completely themselves at work. We call this commitment **#BeCompletelyYou**.

SDGs: 5, 8, 10



5.2.1. Living Inclusion: The Power of Our Inclusive Community

SDGs: 3, 5, 10

In the UK, our Inclusive Community is at the centre of everything we do to support inclusion and wellbeing. It is driven by the passion and hard work of our Network Co-Chairs, Executive Sponsors and an incredible group of Champions from across the business.

These networks do more than raise awareness. They bring people together, celebrate difference and help ensure that every voice is heard. Through their ongoing commitment, they create spaces where everyone feels respected, valued and empowered to be themselves.

By recognising and embracing what makes each of us unique, our networks are helping to build a culture where inclusion is not just encouraged but truly lived. Five networks make up our inclusive community: Cultural Diversity Network (CDN), Women's Business Network (WBN), the Pride Network, Ability Matters, and the Emerging Professionals Network.



5.2.1.1. The Cultural Diversity Network

The Cultural Diversity Network (CDN) continues to be a powerful force for inclusion at Fujitsu, proudly celebrating the rich cultural heritage and lived experiences that colleagues from all backgrounds bring to our organisation.

At the heart of CDN is a clear ambition to ensure every culture feels heard, seen and valued. CDN want everyone to have the opportunity to share their history, their stories and their perspectives, and to know that their voice matters.

One of the most impactful ways the network does this is through their monthly Coffee Mornings. These informal gatherings have become a key part of many people's calendars, offering a welcoming space to explore topical issues, challenge assumptions and learn from one another. The feedback has been clear. These sessions are not only engaging but deeply educational. Hearing first-hand experiences is often moving and eye-opening, sparking greater empathy, understanding and personal growth.

Looking ahead, the CDN is excited to expand its work by collaborating more closely with external organisations. By bringing in new voices and expertise, they will strengthen their efforts to develop meaningful programmes for people of colour and those from culturally diverse backgrounds.

CDN's goals are firmly set. A workplace where every individual, regardless of cultural background, can show up as their full self, without fear, and be treated with respect, dignity and understanding.



5.2.1.2. The Women's Business Network

The Women's Business Network (WBN) brings together women and their allies across Fujitsu, creating a strong, supportive community that empowers individuals to thrive while contributing to the company's strategic growth.

At the core of WBN's mission is a commitment to gender equity. The network plays an integral role in driving progress against Fujitsu's Gender Balance Action Plan and in reducing the gender pay gap. Its work is both purposeful and wide-reaching.

Throughout the year, WBN has hosted a variety of impactful events. These include the popular Leader Stories sessions, where senior female leaders share their personal journeys to inspire others and challenge stereotypes. The network also organises collaborative events with other inclusion networks, helping to foster meaningful connections across communities.

In Financial Year 2024-2025, the network introduced dedicated Women's Wellbeing sessions covering topics such as menopause, endometriosis and hysterectomy: creating safe spaces for open, honest conversations on often overlooked issues.

The influence of WBN extends well beyond Fujitsu. Members of the network were recognised with 12 nominations in the Women in Tech Excellence Awards 2024, with five reaching finalist status and one winner in the category Team Leader of the Year. There were also 12 nominations in the Women and Diversity in Channel Awards, further highlighting the depth of talent within the community.

Internally, Financial Year 2024-2025 marked the launch of Fujitsu's Inclusion Awards, recognising individuals who are actively driving diversity, equity and inclusion across the business. The achievements continued with two WBN members earning the prestigious title of Fujitsu Distinguished Engineer, a powerful testament to the expertise and leadership within the network.

Looking ahead, WBN will increase its focus on male allyship and expand its reach by building stronger links with external women's business networks. The goal remains the same: to empower more women, strengthen allyship and shape a more inclusive future for all.



5.2.1.3. The Pride Network

Over the past year, the Fujitsu Pride Network has been a vibrant, welcoming space where LGBTQIA+ colleagues and allies come together to support each other and celebrate who they are, creating a genuine sense of community and belonging.

Every week, the network's LGBTQ+ community calls have offered safe, non-judgemental social spaces for people to connect. The monthly 'T and Coffee' sessions have been especially important, providing a dedicated space for trans colleagues and their allies to share stories and support.

Pride Month 2024 was a truly memorable time. The network hosted a wide range of virtual and in-person events that highlighted the diversity within the community. From a coffee morning with the Cultural Diversity Network discussing the unique challenges faced by LGBTQIA+ people from different backgrounds to a powerful webinar on being Neuroqueer that explored how neurodiversity and queer identities intersect, these events gave people space to learn, listen, and grow.

On the ground, Culture Day (facilitated by CDN) in the Manchester office was a joy, complete with delicious food, the launch of Pronoun Pins to help everyone feel seen and respected, a walking tour of the Gay Village, and a trip to London's Queer Museum. The month wrapped up with a virtual DJ set by Gaydio and a lively social gathering on Manchester's Canal Street, all moments that brought people closer together, whether working remotely or in the office.



November 2024 became Trans Inclusion Month for the Pride Network, hosting moving conversations like 'Parenting with Pride', where parents of trans children shared insights and support, and a webinar about resilience featuring a young trans man's inspiring journey navigating the care system.

December saw a heartfelt collaboration with Gaydio for a webinar called 'Connected for the Festive Season – Navigating Loneliness Together' — a timely reminder that the holidays can be tough for many, offering practical ways to feel connected and supported.

In February 2025, for LGBT+ History Month, the network celebrated the activists who paved the way for equality and featured Episode 2 of the Pride Podcast, focusing on allyship and how each of us can challenge discrimination in our everyday lives.

All these activities have made the Pride Network more than just an employee resource group. It's a community that strengthens Fujitsu's culture, making it a place where people feel safe, valued, and free to bring their whole selves to work.



5.2.1.4. Ability Matters

In Financial Year 2024-2025, the Ability Matters network achieved substantial growth, increasing its membership by 75%. This expansion enabled greater awareness across 12 key topics, including dyslexia, sight loss, accessibility, and autism. Thirteen colleagues courageously shared their personal experiences, and the network partnered with four external organisations.

The network supported two charitable causes and made history by assisting Dr Tatsuya Honda in introducing Ontenna to the UK for the first time, which was covered earlier in the report, within the 'Prosperity' chapter.

Notable awareness campaigns were successfully delivered for both the International Day of Persons with Disabilities and Global Accessibility Awareness Day. Through a range of initiatives, Ability Matters empowered colleagues to be their authentic selves. The 'Know Us to Grow Us' campaign further helped the organisation better understand the diverse makeup of its workforce.

The network also attained Disability Confident Leader status and saw strong representation in the Inclusion Awards, with three winners and six nominations. Additionally, it played an active role in Fujitsu's social value efforts, contributing to the success of future business opportunities.



5.2.1.5. Emerging Professionals

In Financial Year 2024-2025, Fujitsu's Emerging Professionals (EP) community made strong strides in fostering collaboration, clarity and connection. Focused on supporting colleagues in the early stages of their careers, the community has worked closely with other internal networks to create meaningful opportunities for growth and learning.

Key highlights from the year included a thought-provoking session on managing change in partnership with the Wellbeing Community, a practical deep dive into Demystifying Technology and an engaging exploration of how AI is shaping the workplace. Each event was designed to break down complex topics and deliver real-world insights that empower emerging professionals to build confidence and capability.

Looking ahead, the Financial Year 2025-2026 strategy sets a bold and measurable path forward. Plans include growing membership by 10 to 15 percent, increasing engagement by 25 percent, expanding the mentoring programme, hosting more cross-network events and building a stronger presence across Fujitsu's UK sites.

At its heart, the EP community remains committed to creating an inclusive and aspirational environment where early-career professionals can connect, grow and thrive — both as individuals and as future leaders of the organisation.



5.3. Celebrating Inclusion at Fujitsu: Highlights from the Inclusion Awards Ceremony

After weeks of thoughtful nominations and careful judging, the winners of the Fujitsu Inclusion Awards were officially announced during a vibrant ceremony held on Tuesday 8th October 2024 in Bracknell. Hosted by a renowned comedian and accompanied by an energetic performance from dhol drummers and Punjabi folk dancers, the event was a powerful celebration of the individuals and teams who exemplify Fujitsu's commitment to diversity, equity and inclusion (DE&I).

The atmosphere was electric, filled with pride, recognition and gratitude for those who go above and beyond to create a more inclusive workplace. The awards recognised a wide range of contributions, from personal triumphs to team initiatives, each reflecting the inclusive culture Fujitsu continues to nurture.

Admiration Award

This award honoured an individual who has overcome significant personal challenges and defied the odds to reach their goals, while leaving a lasting, positive impact on others through their determination and resilience.

Advocate of the Year

Recognising a colleague who challenges the status quo and drives change, this award celebrated someone who questions existing norms and behaviours and proposes innovative ideas to help create a more inclusive future.

Ally of the Year

This award was given to an individual who actively supports a culture of inclusion — empowering others, fostering a sense of belonging, and consistently demonstrating inclusive behaviours in the workplace.

Be Completely You Award

Awarded to a colleague who embraces their authenticity, this recognition highlighted someone who encourages others to be themselves, helping to build a workplace where everyone feels valued and heard.

Colleague of the Year

This category celebrated an individual who has made exceptional, consistent contributions to the inclusivity of Fujitsu throughout the year. Their dependability, positivity, and passion have made a tangible difference to those around them.

Leadership Award

Recognising leadership beyond formal authority, this award honoured a colleague who champions inclusivity and creates an environment where people feel they truly belong, empowering others to thrive.

Mentor of the Year

This award highlighted an outstanding mentor; someone who uses their experience and curiosity to support, encourage and develop others, helping mentees grow and succeed in their own right.

Outstanding Team Contribution

Presented to a team that has gone above and beyond, this award recognised a collective effort that delivered a product, service or initiative resulting in clearly inclusive outcomes for colleagues or customers.

Shining Star Award

Celebrating a colleague who has joined Fujitsu within the past three years, this award acknowledged a fresh perspective that has already had a significant impact—either through an individual initiative or meaningful contribution to a team effort.

Technical Innovation of the Year

This award recognised a team that has made an exceptional technical contribution to advance Fujitsu's ambition of being a more inclusive and accessible organisation.

People's Choice Award

With over 200 colleagues nominated across 135 entries, many of whom were recognised multiple times across different categories, the People's Choice Award celebrated those who have made a deep and wide-reaching impact. Although not all nominees received a formal award, they remain true champions of our DE&I values—respected and appreciated by their peers for their unwavering dedication.



These awards are a testament to the passion and commitment within Fujitsu to make diversity, equity and inclusion a reality. Every nominee and winner plays a vital role in fostering a workplace where everyone can thrive. The ceremony not only celebrated individual and collective achievements but also reaffirmed Fujitsu's ongoing journey towards a more inclusive future.

5.4. Wellbeing at Work: Empowering People to Flourish

At Fujitsu, the wellbeing of our people is a top priority. We take a holistic approach, ensuring that our efforts in both inclusion and wellbeing are closely linked, empowering everyone to bring their whole selves to work. True wellbeing encompasses mental resilience, physical health, financial security (both now and in the future), and access to the right support, whether for us or those we care for.

Our wellbeing strategy is built around four key pillars:

Mental Wellbeing

We are committed to creating a culture where positive mental health is supported and conversations around mental wellbeing are normalised. As signatories of the Mental Health at Work Commitment, we run ongoing programmes and events that encourage open dialogue around mental health. In addition, we have a network of Mental Health First Aiders, trained by MHFA England, who are available to support colleagues across the UK.

Financial Wellbeing

We believe that everyone should have the confidence and tools to manage their finances effectively. Fujitsu offers a range of financial benefits such as pensions and insurance as well as financial education through webinars and online learning to help our people make informed decisions.

Physical Wellbeing

We understand that maintaining physical health can significantly enhance mental wellbeing. That's why we encourage physical activity and promote healthy lifestyle choices as part of our overall approach to wellbeing. For example, our UK colleagues are encouraged to use their weekly 'Wellbeing Hour', an extra hour each week dedicated to activities that support physical wellbeing, such as going for a walk, attending a yoga class, or even taking a restorative nap.

Social Wellbeing

We know the importance of fostering a socially supportive and inclusive workplace. By creating a culture of connection and belonging, we enable everyone to thrive. Our managers play a key role in this effort, and we provide them with the training and resources they need to identify and respond to any challenges that may affect the wellbeing or happiness of their teams.

Each of these elements contributes to a workplace where people feel supported, valued, and able to flourish.

SDGs: 3, 5, 8, 10

5.4.1. Our Wellbeing Community

Our Wellbeing Community, a key part of our Inclusive Community, is made up of dedicated Wellbeing Champions who play an active role in promoting and embedding a positive wellbeing culture across the business. In the 2025 financial year, they supported the implementation and ongoing success of:

5.4.1.1. YuLife

YuLife is available to all UK employees as a way to support both physical and mental wellbeing. YuLife is an app designed to encourage healthy habits through virtual leaderboards and daily challenges, rewarding users with YuCoin. This is a real currency, which can be traded for shopping vouchers, discount codes, or donations to charity.

YuLife also provides access to a dedicated wellbeing hub and YuDoctor, a 24/7 private virtual GP service available to employees and their families. The platform was launched in July 2023 and has been embraced by UK colleagues since then.

In Financial Year 2024-2025, Fujitsu YuLife users maintained an impressive daily average of approximately 7,000 steps. Over the course of the year, the average user walked 212,010 steps. That's the equivalent of completing four marathons or covering the distance of 1,514 football fields!

Did you know?

The use of the YuLife app in Fujitsu has also contributed to:

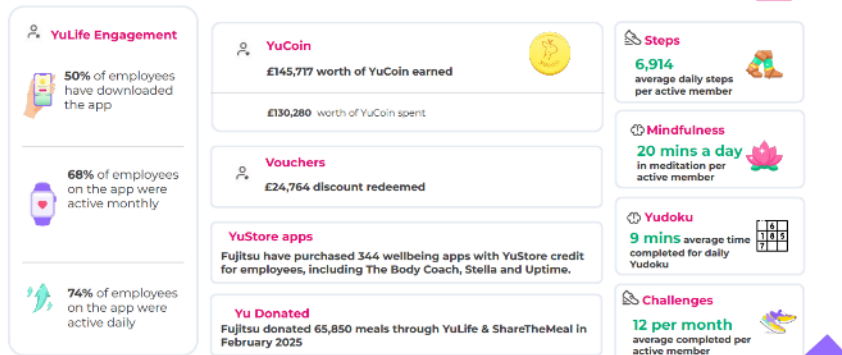
2,834 trees planted to offset carbon emissions

1,992 meals donated globally

222.6kg plastic removed from the ocean

1.8 million litres of water donated

Fujitsu: April 2024 - March 2025



5.4.1.2. Men Talk!

Men Talk! is a voluntary, people-led group that provides a supportive space for men to come together regularly and discuss a wide range of issues that may be affecting them. The group meets monthly, with each session focusing on a different topic chosen by the community.

In Financial Year 2024 - 2025, sessions have explored subjects such as speech dysfluency, male experiences of domestic abuse, bereavement support, avoiding burnout, and an open forum on male toxicity and role models. The sessions are informal and designed to create a safe, welcoming environment where men can take time out of their day to connect, reflect, and learn from one another.

This initiative is especially important given the concerning statistics around male mental health in the UK. Men are three times more likely to die by suicide than women, and societal stigma often prevents them from seeking help or speaking openly about their struggles. By encouraging open dialogue and peer support, Men Talk! helps break down these barriers and fosters a culture where men feel heard, understood, and less alone.



5.4.1.3. Perspectives: Reverse Mentoring

It's likely that many of us have taken part in mentoring programs and relationships throughout our careers, either as mentor or mentee. Traditional mentoring is where a senior leader forms a working relationship with a junior colleague (who is not in their reporting line), supporting their development, and guiding them through new situations. At Fujitsu, we've taken a different approach to mentoring.

The Perspectives Reverse Mentoring program is crucial for enhancing wellbeing at Fujitsu by fostering inclusion and understanding. Unlike traditional mentoring, where senior leaders guide juniors, this program flips the roles; senior leaders become mentees and are mentored by more junior colleagues from diverse backgrounds. This approach allows leaders to gain deeper insights into the lived experiences of different groups within the company, helping them identify actions to improve inclusivity. The program ultimately aims to create a workplace where everyone feels valued and can thrive. By encouraging open dialogue and shared experiences, Perspectives drives cultural change and strengthens wellbeing across the organisation.

The program not only supports the personal development of the mentees by offering them a fresh perspective on leadership, but it also empowers mentors by giving them a platform to share their lived experiences, voice their concerns, and influence organisational culture. By creating a safe space for dialogue and understanding, Perspectives contributes to a more supportive work environment where every employee feels seen, heard, and valued.



5.4.1.4. Office Connect: The Power of Presence

Launched in 2025, Office Connect is a new collaboration app designed to enhance the in-office experience by enabling colleagues to indicate when they plan to visit an office and see who else intends to be there. This helps ensure that time spent in the workplace delivers meaningful social and collaborative value.

The app supports Fujitsu's hybrid working model by encouraging purposeful office visits that foster connection, collaboration, and a sense of community - all key contributors to overall wellbeing. Physical presence in the workplace plays an important role in supporting mental and social wellbeing, helping to combat isolation, build stronger relationships, and create opportunities for spontaneous interactions that drive innovation and team cohesion. Office Connect helps make those moments more intentional and rewarding.



5.5. Occupational Health and Safety

Fujitsu places the utmost importance on the health, safety, and well-being of its employees, recognising it as a core management priority closely tied to the success of our business. We believe a healthy and safe workforce is a productive and engaged one, and we are committed to fostering a workplace where employees feel valued, supported, and empowered to thrive.

Our commitment goes beyond regulatory compliance; it is a guiding principle in our decision-making and operations. The Fujitsu Group has established a comprehensive Health and Safety Policy to ensure consistent standards and practices across the organisation. This policy sets out our commitment to identifying and managing workplace hazards, providing appropriate training and resources, and promoting a proactive safety culture.

We strive to create safe, comfortable, and ergonomically sound working environments that support both physical and mental well-being. We also promote open communication on safety issues and provide access to wellness programmes and support. We believe that a collaborative, proactive approach to health and safety is essential to building a sustainable and successful workplace for all.





Our vision

We will foster a culture that does not tolerate accidents, incidents and poor safety performance



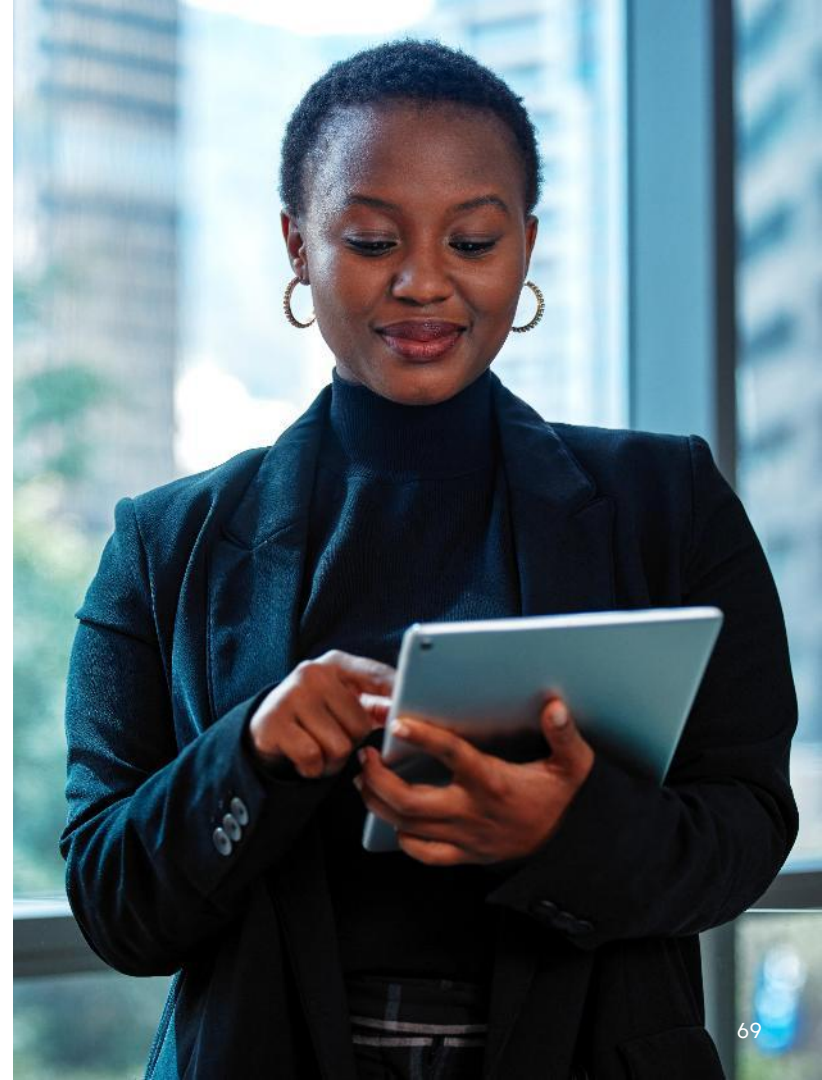
Strategic goals

Make safety important and personal in order to influence people's decisions and behaviors



Focus area

Continuous improvements with OH&S supporting tools, training and processes; Evaluation of compliance; ISO 45001 certification and extension to scope opportunities



5.5.1. Occupational Health and Safety Priorities

Simplify and Challenge

- Deliver global OH&S support, advice and guidance to Fujitsu and its stakeholders.

Focus - Nurture

Customers

Support with bids and tenders for new and existing customers on Fujitsu safety management system processes and safety performance

People

Keep our team members healthy and safe to embed a consistent positive health and safety culture and remove any potential barriers

Compliance

Ensure compliance with local laws through monitoring and measurement, and evaluation to continually improve our performance in health and safety.

Strengthen - Grow

- Implement world class safety standards and management systems
- Continually evolve our reputation for sharing safety expertise globally
- Improve outcomes to support the business to deliver faster with what our customers need, and where they need it, through control of risk.

5.5.2. Keeping our People Safe

During Financial Year 2024–2025, Fujitsu placed strong emphasis on Occupational Health and Safety (OHS) across the UK region. We ran targeted OHS campaigns and delivered training to raise awareness on key topics such as accident and incident reporting, slips and trips (including causes and prevention), ergonomic workstation set-up, safe driving, situational awareness, and effective risk assessment.

We also addressed the health and safety implications of climate change, providing guidance on how individuals can stay safe in a changing environment. Additional support was offered on remote working, shift patterns, workplace adjustments, managing occupational stress, and safe manual handling.

Recognising the international travel needs of our UK personnel, we strengthened safety procedures and resources for overseas assignments, including improved risk assessments and support tools.

To empower all employees, we maintain a comprehensive suite of OHS tools, with regular communication to encourage proactive use. A key innovation in Financial Year 2024 – 2025 was the rollout of a digital dynamic risk assessment tool for field-based colleagues, enabling safe working in varied environments. Nearly 14,000 assessments were completed, reflecting strong adoption.

Our UK OHS programme is supported by a dedicated team of IOSH-certified professionals, trained as ISO 45001 Lead Auditors. They are equipped to support our diverse workforce wherever they operate. Additional services, including online incident reporting, safety enquiries, and workplace assessments, are easily accessible via the Ask Safety platform.



5.5.3. Safety Training

We deliver comprehensive health and safety training, along with health education to raise awareness across the organisation and address the specific needs of different office and project environments. We also leverage the Fujitsu Learning Experience platform to create a flexible learning environment, enabling employees to access relevant training at any time, tailored to their circumstances.

In 2024, we launched an enhanced online training programme, Safety Awareness World. This interactive, gamified training featured both learning and testing modes, covering key safety topics such as hazard and incident reporting, emergency preparedness, risk assessments, and the tools available to support employees' safety, wherever they work.

All UK-based colleagues completed the programme, which explored a variety of workplace environments from around the globe to deepen understanding of Occupational Health and Safety risks. The international nature of the training encouraged friendly competition between departments and countries, while also promoting the support tools we offer to help keep our people safe in every setting.



5.5.4. Removing Barriers

Fujitsu is committed to fostering an inclusive workplace that values and celebrates diversity. We provide a clear, proactive framework to help employees reach their full potential, supported by regular assessments to ensure safe and comfortable working environments.

Our dedicated Occupational Health and Safety team manages individual workplace adjustment requests, addressing any issues identified. In Financial Year 2024/25, over 600 adjustments were successfully processed.

We've also strengthened our support by partnering with our specialist workplace adjustments provider and their enablement team. This collaboration streamlines services and expands access to a wider range of assessments, including ergonomic, neurodiversity, and disability-related evaluations. By removing barriers, we continue to enhance employee confidence, well-being, and productivity.

5.5.5. Occupational Health and Safety Accreditations

ISO 45001

ISO 45001 is an international standard for management systems for Occupational Health and Safety (OH&S).

We maintained our ISO 45001 certification in the UK in 2024 and added new sites to the certification.



Other Certifications

We hold and maintain our safety certifications with Safe Contractor, the Railway Industry Supplier Qualification Scheme (RISQS), the Contractor Health and Safety Assessment Scheme (CHAS) and the Utility Vendor Database Scheme (UVDB).



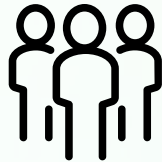
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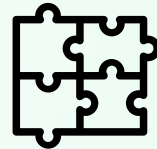
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Bracknell



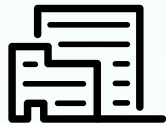
5 service
desk locations



6,200 people
(approximate)



Full portfolio of products,
services and solutions



20 office and data
centre locations



Working across public
and private sectors

Disclaimer: The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States

<https://www.un.org/sustainabledevelopment/>

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