

Occupational Health and Safety Global Master Policy

Group Policy Statement

Fujitsu Group is committed to safeguarding the occupational health and safety of its workers and working partners. In addition, embracing the Sustainable Development Goals is recognized as a priority consideration for the business, its business partners or communities in which the business operates.

We believe that we all should have a personal and collective responsibility to maintain a healthy, safe, and accessible workplace and to promote safe working practices.

Our Aim

- Foster a culture where all accidents, incidents and performance issues are thoroughly investigated to prevent recurrence
- Make safety important and personal in order to influence people's decisions and behaviors
- Eliminate preventable incidents, illnesses and business losses from unplanned events across our operations and premises

International Core Values and Goals of Our Occupational Health and Safety Master Policy

- To manage the effective identification, measurement and control of risk and ensure this is at the center of our management of occupational health and safety activities
- To comply with, and where practicable, exceed current occupational health and safety legislative requirements while proactively planning for future compliance
- To monitor, evaluate and continuously improve our performance in occupational health and safety
- To provide and maintain a safe, healthy working environment for workers and the wider community in which they interact
- Promote a business that prioritizes workers' occupational health and safety and is committed to preventing injury and ill health
- Actively manage occupational health, safety and psychosocial risks through effective communication, consultation and participation with any persons affected by our operations and to promote a positive risk aware workplace
- To provide a common framework for occupational health and safety management at all levels within Fujitsu, which adopts and supports best practice
- To allocate appropriate resources to ensure the effective implementation of this policy
- Provide workers with comprehensive occupational health and safety support through competent resources

These aims, values and goals will only be achieved through leadership, responsible management, commitment, consultation, and participation with workers, and where they exist, workers representatives and ownership of these activities by us all.

To achieve these aims and values, Fujitsu Group operates an Occupational Health and Safety Management System which is subject to external verification to demonstrate compliance with the international standards including ISO 45001 or SA 8000. Fujitsu will seek to ensure that its working partners, and any joint ventures or consortia in which it is engaged, have the required management systems in place to achieve high standards of occupational health and safety performance.

This Master Policy will be supported by management strategies, subsidiary sub-policies, processes and procedures as required to meet Fujitsu's Global Business Standards, country legislative requirements, industry best practice and guidance, to reduce risks and promote a positive occupational health and safety culture in all our business operations and premises.

Scope

This policy applies to Fujitsu Group operations. This means that all Workers, Contract Service Providers, Working Partners, and businesses carried out by Fujitsu Ltd and their subsidiaries, whether they are incorporated within the Fujitsu HQ region or not, and any other company or organization that is managed by the Head of Regions, except to the extent, if any, stated under Exemptions below, shall comply with it. *Legal Entities*

The Scope of the Policy covers all employees within the Company in Europe.