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Modern Slavery Statement

The continued prevalence of forced labour and human trafficking is a serious global issue with millions of victims, and we will not tolerate this within our organisation or within our supply chain. We are proud that responsible business forms part of our core strategy and vision, and that as an organisation we are committed to minimising this risk.

Structure of Organisation

Fujitsu Limited (Fujitsu) is a global technology company headquartered in Japan and is one of the five largest providers of IT solutions in the world, with over 140,000 employees who provide customers in more than 100 countries with local support. Fujitsu Services Holdings PLC (FSH) is a wholly owned subsidiary of Fujitsu Limited and the parent of the majority of Fujitsu's UK legal entities. Fujitsu Services Limited (FSL) is the primary trading entity, operating in the UK and Ireland. This statement is to meet the requirement for FSL to comply with Section 54, Part 6 of the Modern Slavery Act 2015.

Any reference to supplier data or information within this statement concerns indirect suppliers under the remit of the Chief Procurement Officer in EMEA.

Policies and Practices

At Fujitsu Limited, Responsible Business, otherwise known as Corporate Social Responsibility (CSR), is firmly anchored in our corporate philosophy. This is underpinned by a number of policies:

- **The Fujitsu Way:** Our [Global Business Standards](#) contained within The Fujitsu Way govern our relationships with all stakeholders involved: employees, customers, suppliers, governments, other businesses and local communities
- **Human Rights Statement:** In December 2014, we published a Human Rights Statement. The statement recognises the importance of international standards, including the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. It includes the Fujitsu Guiding Principles for Respect for Human Rights in Employment, in which Fujitsu commits to providing equal opportunities, respecting human rights in employment practices, eliminating discrimination, and banning forced labour and child labour.
- **Master Procurement Policy:** FSL has a series of master policies, including a Procurement Master policy, which are applicable across the EMEA region (including UK and Ireland). The Procurement Master Policy explicitly states that any third party supplier must act ethically, fairly, consistently and comply with the Fujitsu Global Business Standards which are contained within our Fujitsu Way governance.

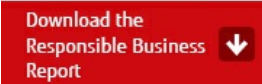
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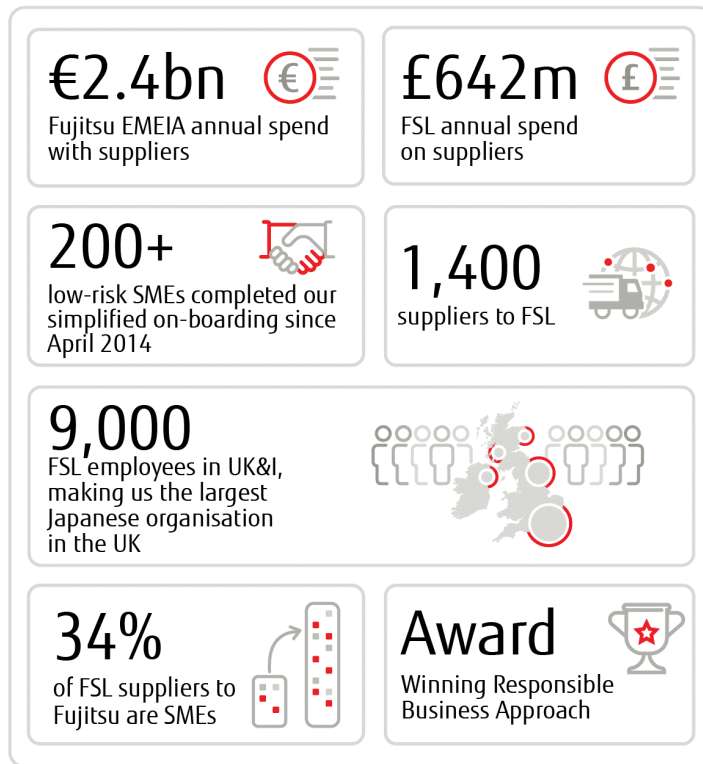


Winning The Right Way



Winning the right way
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Due Diligence

Supplier Due Diligence: FSL uses a risk-based questionnaire as part of our supplier due diligence process which includes questions based on the UN Global Compact's Ten Principles in the areas of human rights, labour, environment and anticorruption. FSL assess suppliers in those areas to ensure that our suppliers mirror our values in relation to those topics. FSL recognise that smaller organisations may not have developed policies for human rights and labour, but are a still a key part of our supply chain. The SME Code of Conduct was created for low-risk SMEs to subscribe to key values, including the prohibition of the use of forced labour or child labour. This approach allows FSL to continue work with smaller organisations and positively influence their approach. Whilst this approach is established in the UK&I at present, over the last year FSL have been working to standardise due diligence across the EMEA demonstrating our commitment to preventing Modern Day Slavery throughout the region.

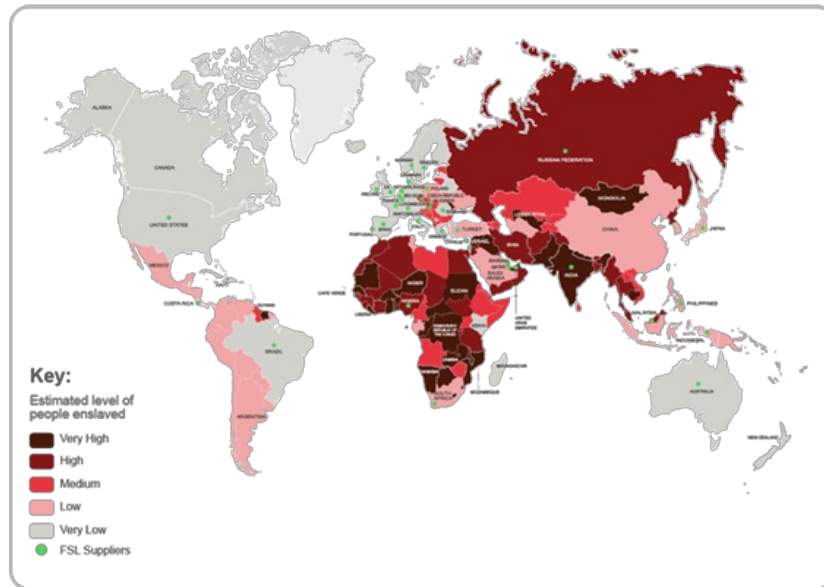
Terms and Conditions: FSL's standard contract templates have a schedule dedicated to the ethical performance of our suppliers, explicitly prohibiting use or tolerance of child and forced labour. This ensures that any commitments made at the due diligence stage are underpinned by a contractual requirement and legally enforceable. Templates also include other contractual provisions such as the right to audit.

Risk Analysis and Next Steps

Following the publication of the Modern Slavery Act, we have conducted a mapping exercise to locate suppliers in countries at higher risk of forced labour, using the Global Slavery Index. This has identified that the vast majority of FSL suppliers are located in very low risk areas, with less than 1% of our suppliers in high risk areas for forced labour, with most of those working in sectors that are not considered to be high risk sectors.

Our aim is to use this intelligence to minimise the risk of forced labour in our supply chain. FSL became a member of Responsible Business Alliance (RBA) in 2017 and we leverage our membership to develop our approach of Modern Slavery. We continue to undertake a number of audits via our global sourcing team which include key labour practices, and continue to review how we can effectively use this to mitigate any risk identified. Where any issues are found, an action plan is formulated and agreed. We continually review and improve the process in line with industry best practice.

We have collaborated with our suppliers in areas such as the Green Procurement Policy and implementing an Anti-Bribery and Corruption policy, often using our SME Engagement programme as the main vehicle for collaboration with limited resource, smaller suppliers. We will continue to take this collaborative approach in managing the risk for forced labour together with our suppliers.



Map showing locations of our suppliers against the Global Slavery Index 2014, of which 97.3% are based in very low risk areas or the lowest quintile of the Index

Training

Human Rights: In Q4 of FY15, Fujitsu Limited launched a Group-wide Human Rights online training course mandatory for all employees, which has been rolled out globally. This introduces the importance of respecting human rights in all our business activities, the Fujitsu Human Rights Statement and key international law statutes such as the ILO Core Conventions. Forced labour is covered in depth, using case studies, and understanding is tested to complete the course. As part of the training, employees are specifically asked for their experiences of Fujitsu's impact relating to human rights.

Whistleblowing: Our whistleblowing scheme, Fujitsu Alert, is prominently positioned across the organisation and acts as a hotline and system of redress from human rights violations. Employees can confidentially lodge any concerns about the actions of business partners, managers and other employees. These are then investigated independently.

The Board of Directors approved this statement by way of a written resolution on 24th September 2018.

Paul Patterson

Head of Sales & Country Leadership, EMEIA

Vice President, Strategic Pursuits and Business Development

Please direct any questions on this statement to Stephen Hammond, Employee Relations Manager at

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