

# Topic

## Key Initiatives

# Foundation for Sustainable Management Initiatives for Human Rights Due Diligence

## Policy

The FUJITSU GENERAL Way, which represents the common values of the Fujitsu General Group, states "We respect human rights" in the opening line of the Code of Conduct.

This statement clearly sets out the company's position that "its activities will be based on respect for human rights, that diversity is to be embraced, and that no one shall be discriminated against on the basis of race, religion, disability, gender or sexual orientation, nor shall harassments be tolerated."

We strive to ensure that all employees of the Group demonstrate this spirit in action.

The Group will implement human rights due diligence\*<sup>1</sup> in accordance with the procedures and will endeavor to identify, prevent and mitigate the negative impacts on human rights.

## Action

Fujitsu General Group conducted human rights due diligence for Kawasaki Headquarters in FY2021.

《Implementation results and issues》

- Occupational safety and health: Insufficient confirmation of some measures to prevent occupational accidents
- Information disclosure: Human rights due diligence implementation plan, non-disclosure of results
- Education / Enlightenment: In human rights education, some education on forced labor and child labor is inadequate
- Stakeholders: Establish consultation desks (sign language support, etc.) that consider diverse consumers

We responded to these issues, re-evaluated them even after corrective actions were taken, and informed the relevant parties of the continuation of the actions.

Going forward, we will continue to conduct human rights due diligence at each site about once every three years.

We will conduct human rights due diligence for the entire Group over the three-year period to prevent human rights violations, and to quickly detect events that lead to these accidents. We will correct and deal with it, and continue to work to prevent human rights violations.

### ■ Results of Human Rights Due Diligence Evaluation (Kawasaki Headquarters)

#### 1) Management status: Check 11 items



#### 2) Performance: Check 14 items



\*1 Human rights due diligence is based on a checklist prepared in accordance with international standards and other standards, with the aim of identifying and improving initiatives that may pose risks in our business activities and items that require further promotion. The purpose of the due diligence is to identify potential risks in our business activities and items that require further promotion of activities, and to make improvements.