



FUJITSU

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

FUJITSU

Signed:

Name: Tim Gibson

Position: Vice President, Defence and National Security, UK and Ireland

Date: 1 November 2016

Signed on behalf of:

The Ministry of Defence

Signed:

Name: General Sir Gordon Messenger

KCB DSO* OBE ADC

Position: Vice Chief of Defence Staff

Date: 1 November 2016

FUJITSU



Ministry
of Defence

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the Realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole Nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the Country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles Of The Armed Forces Covenant

1.1 We FUJITSU will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 FUJITSU recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

Demonstrating our commitment at the highest levels of our company

Fujitsu will lead by example in the following initiatives:

- We will endeavour to create a Gold Award Employee Forum with the aim to share best practice and learn from each other.
- We will continue to work closely with Defence Relationship Management to develop a mutually beneficial relationship between our business and the Armed Forces community.
- We will support the Armed Forces community by sitting on the Defence Personnel Strategic Advisory Group (DPSAG).
- We will aim to demonstrate our advocacy of the Armed Forces by securing and maintaining our status as a recipient in the Armed Forces Covenant Employers Recognition Scheme (ERS) Gold Award.
- In addition we will look to put in place a review and monitoring process around Fujitsu's Covenant framework which will examine how we have responded to the Covenant and review this quarterly.
- We have established a Forces Friendly Framework governed by a Fujitsu UK & Ireland steering committee, chaired by the UK Vice President for Defence representing our interest across the company and actively advancing the pledges made within this covenant.
 - We will promote our commitments within our graduate, apprentice and industrial placement programmes

Promoting the fact that we are an Armed Forces-friendly organisation;

- We will publicise our covenant commitments on our website, through our business review slide packs, in our marketing material and in our Defence HQ in Basingstoke.
- We will encourage our employees to volunteer and raise funds for Armed Forces Charities through our Responsible Business programme. Our achievements to date:

- Fujitsu has been a partner of SSAFA since 2007. Our support includes long term corporate friend and Ride of Britain (3 consecutive years) sponsor raising a total of £196,850 during the course of our partnership.
- We have enabled 300 of our staff to volunteer to help plant ceramic poppies around the Tower of London to commemorate the centenary of the First World War. 150 poppies have been purchased and have been used to create a garden of remembrance in our Defence HQ in Basingstoke.
- Demonstrating that we can help others to realise their full potential Fujitsu sponsors the Army Sailing Association's racing yacht 'British Soldier'; the Army U23 FA team; the Armed Forces Rugby Team; Royal Navy Rugby League and RN Hockey
- We will promote our commitments through our recruitment campaign and our work as Responsible Business.

Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;

- We continue to work with Career Transition Partnership (CTP) to ensure all our employment opportunities are made available
- We will build upon our approach in taking part in Career Fairs for those leaving the Armed Forces, pioneering our approach to live chats
- We will provide service leavers with job-seeking support and self-marketing through our industry days.
- We have matched our entry level roles with early service leavers which enables a seamless step into our organisation.
- Through our relationship with CTP, we have been working closely with CTP Assist whose purpose is to help those who have or are likely to be medically discharged from the Armed Forces to find employment within industry.

Recruiting from the Armed Forces Community

- We undertake to promote the values, skills and experience that Service leavers and Veterans can bring to our company through our recruitment workshops.
- We will help our line managers understand the Reserves commitment and the support available to them whilst an employee is mobilised by creating a comprehensive and accessible digital look-up book for them to access.
- We will continue to develop a comparability matrix to highlight the applicability of military qualifications and skills to civilian employment.

Enhanced Learning Credits Administration Scheme (ELCAS)

- The ELCAS scheme is designed to assist MOD service personnel or ex-service personnel with undertaking training that will enhance their current or future careers. As part of Fujitsu's commitment to this scheme we will provide for each claimant:
 - Paid time off work for the duration of course attendance;

- Any expenses incurred will be paid out under the guidance of Fujitsu UK & Ireland policy.
- Exam resit costs

Aiming to actively participate in Armed Forces Day;

- We will encourage all Reservists in our company to participate in uniform to work days.
- We will further encourage our service leavers in our company to wear their medals to work.
- We will promote Armed Forces Day via our internal, external and social media sites.
- Though our Responsible Business programme we will encourage our employees to participate in Armed Forces Day local events.

Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

- We will endeavour to facilitate through our 'Your Choices' benefit packages the flexibility for holiday requests before, during and after Services partners overseas deployments
- We will consider paid leave for employees whose partners/spouses are injured or bereaved.

Striving to support the employment of Service spouses and partners;

- Fujitsu advertise appropriate jobs and promote roles within Families Association and Right Jobs, roles at entry level that offer flexible working arrangements.
- Fujitsu's 'Introduce a Friend Recruitment Scheme' encourages all employees to recommend their friends and family against externally advertised vacancies within the UK.

Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

- We will develop our Reservist Strategy alongside and in support of the MOD Joint Force 2025, encouraging our existing workforce to become Reservists
- We will accommodate Reservist training commitments wherever possible
- During mobilisation, all Reservists will receive a military salary from the Government. If the military salary is less than their remuneration package from Fujitsu, the Reservist can claim additional financial assistance from the Government. Should for any reason the military salary plus the financial assistance from the Government still be less than pay from Fujitsu, Fujitsu will make top up payments to ensure they continue to receive the same level of pay.
- We will provide up to 10 days special days leave in support of Reservist training commitment

Offering support to our local cadet units, either in our local community or in local schools, where possible;

- We will encourage through our Responsible Business programme our employees to engage the Reserve Forces and Cadets Association to identify career opportunities and locally based charities.
- We will endeavour to support better employability of future talent through educational links and Cadet Units.
- We will encourage participants of our future leaders programme to coach and mentor your talent from our local Cadet Units.

Promoting the health and wellbeing of our service leavers and reservists.

- Ensuring that all our employees inclusive of service leavers and reservists enjoy a workplace free from discrimination and harassment where they receive respect, support and fair treatment.
- Enabling our employees to carry out their work effectively and achieve their full potential through workplace adjustments and special consideration for disabled people, including injured service leavers.

2.2 We will publicise these commitments through our literature, through the use of social media and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.