

Carbon Reduction Plan

Supplier name: Fujitsu Services Limited (part of the Fujitsu Group)

Publication date: 15 September 2024

Commitment to achieving Net Zero : Fujitsu is committed to achieving Net Zero emissions across the global Fujitsu Group by 2040.

Baseline Emissions Footprint

Baseline Year: FY2020/21 (Apr20 – Mar21)	
Additional Details relating to the Baseline Emissions calculations.	
<p>Fujitsu has been focused on the reduction of emissions for many years. Our first global Environmental Report was published in 1996; and the Fujitsu Group Environmental Action Plan was first published in 1993. Since then, Fujitsu have been continuously reporting on and progressing against our defined targets. Fujitsu set intentionally challenging targets to track long-term annual and holistic progress.</p> <p>This early reporting history originally enabled Fujitsu in the UK to use FY2013 as the baseline against which we demonstrate progress and track our most recent emissions – Fujitsu now have a new baseline year of FY2020 in line with Fujitsu groups new SBTi targets.</p> <p>Given our success and on-going strategies for Scope 1 and 2 emissions, reporting on Scope 3 emissions is now a considerable focus area for Fujitsu.</p>	
Baseline year emissions - UK:	
Please note Fujitsu purchases renewable electricity backed by REGO's. Base year has been updated to reflect adjustments as we continually add/refine data.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	5,722
Scope 2	18,630 or 0 (Market Based)

Scope 3 (Included Sources)	109,569
Total Emissions	133,921

Current Emissions Reporting - UK

Reporting Year: FY2023/24 (Apr23 – Mar24)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1,943 - this does not yet include refrigerants, the data is now being collected and will be included in the future.
Scope 2	14,060 or 55 (Market Based)
Scope 3	<p>1 (purchased goods and services) – 5 (water), 93,767 (supply chain) 2 (capital goods) – Not currently relevant 3 (fuel- and energy-related activities) – Currently included in Scope 1 & 2 (known issue) 4 (upstream transportation and distribution) – planned to be reported in 2025 5 (waste generated in operations) – 289 6 (business travel) – 3,414 7 (employee commuting) – 4,599 of which 2,979 is working at home 8 (upstream leased assets) – 1,496 9 (downstream transportation and distribution) – planned to be reported in 2025 10 (processing of sold products) – Not relevant 11 (use of sold products) – Not relevant 12 (end-of-life treatment of sold products) – Not relevant Other parts of the business outside the UK report categories 10 – 12, not currently relevant to UK services business 13 (downstream leased assets) - Not relevant 14 (franchises) – Not relevant 15 (investments) - Not relevant</p> <p>103,570</p>
Total Emissions	119,573

Fujitsu's global baseline year is now FY2020, which due to the COVID-19 pandemic was our lowest year for emissions in the UK. Some emissions have, as expected, increased year on year due to the reintroduction of business travel and office usage post-pandemic. Hybrid working means that footfall fluctuates but remains lower than would have been seen previously.

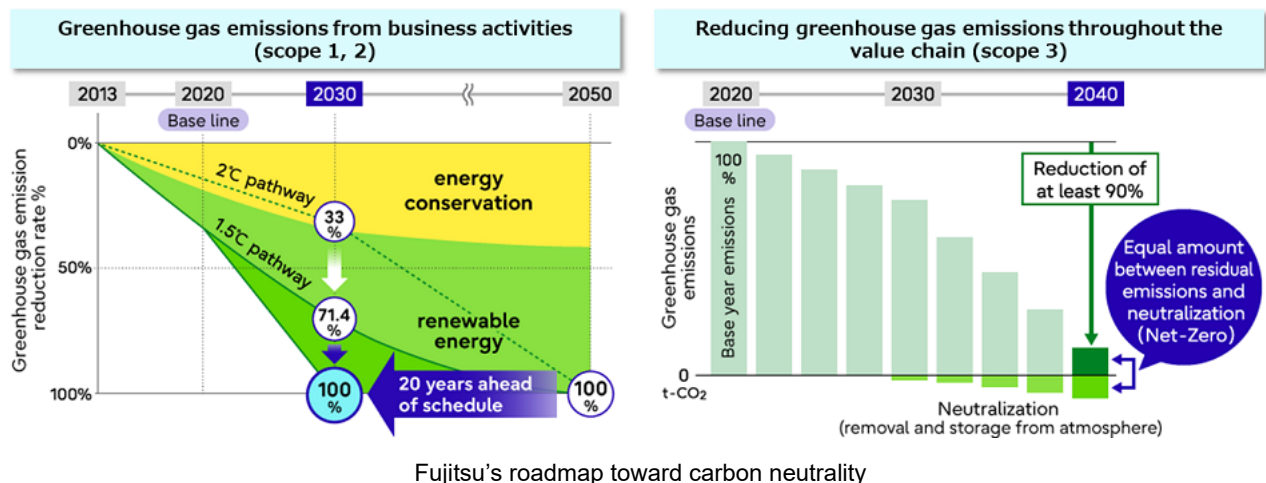
In addition, to reflect these changes and as part of our continuing journey towards mapping all our emissions we have recently included supplier emissions, homeworking; commuting; and hotel data.

Emissions reduction targets

In 2017, Fujitsu shared the **Fujitsu Climate and Energy Vision** - a medium to long-term environmental vision with the goal of bringing the Fujitsu Group's global CO₂ emissions to zero by 2050. At the time, this vision was certified by the Science Based Targets initiative (SBTi) as 2.0°C aligned targets.

In April 2021, the SBTi certified Fujitsu's GHG emissions reduction target as 1.5 °C -aligned. At the same time, Fujitsu raised its GHG (Scope 1 & 2) emissions reduction target for 2030 from a 33% reduction compared to 2013 to a 71.4% reduction. In June 2023, Fujitsu obtained Net-Zero Target certification from SBTi to achieve decarbonization in 2040 compared to a base year of 2020.

To accelerate its journey to carbon neutrality, Fujitsu has now set 2030 as its new goal to reduce its carbon emissions to zero, which is twenty years ahead of the previous schedule. In addition, Fujitsu aims to achieve net zero greenhouse gas emissions in its entire value chain (scope 3), including the supply chain, by 2040.



The “Fujitsu Group Environmental Action Plan (Stage XI),” outlines the Group's efforts to achieve carbon neutrality and contribute to the resolution of environmental and societal issues. Each country then sets local targets to ensure we are contributing towards the achievement 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.
- We have already achieved the target to establish a method for measuring supplier emissions by 2025. Currently we are using spend data to calculate emissions from our baseline year of 2020. Next year we will update from 2022 using actual data from suppliers combined with spend data to give a more accurate set of emissions. We will now focus on working with suppliers to reduce their emissions and set/work towards their own net zero 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 focus on water reduction – the UK have previously made significant progress but the intention is to keep this topical by reporting use on a quarterly basis.

- Continue to measure and report waste volumes in order to reduce waste from Offices.
- Manage a fleet of 100% Electric company cars by 2030.

For more detail on the UK's journey on carbon reduction, please see our [Responsible Business Report](#).

Completed Carbon Reduction Initiatives

Energy Consumption and Greenhouse Gas Emissions

- Maintain the UK position of 100% renewable energy (gas Scope 1 and electricity Scope 2) for the sites where we purchase energy. In the interests of sustainability, we remain committed to this strategy regardless of increasing costs.

Waste

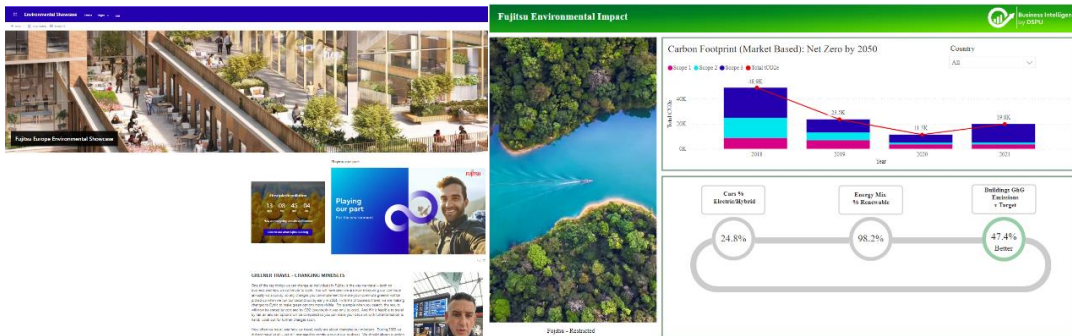
- We continue to reduce the waste stream from offices and remain focussed on eradicating single use plastics. The waste stream for food waste from restaurants is now established and separate data for food waste is monitored. In parallel there is ongoing focus on food waste reduction from all restaurants.

Environmental Management Measures

- Our mature, ISO 14001:2015 Europe Environmental Management System (EEMS) manages all environmental compliance, including environmental mandated policies and legislation across our UK business operations. This is assessed annually by both internal and external assessments. Our accreditation was re-certified in 2024.
- In May 2024 Fujitsu Group were confirmed Silver by EcoVadis & we continue to maintain our CDP A rating for climate change.

Awareness

- Fujitsu's Purpose is 'To make the world more sustainable by building trust in society through innovation'. Our Purpose was identified via our Employee Engagement survey as an area to focus on. A team exercise to better link employee roles with our purpose was launched in FY22/23 with the aim to improve people's affiliation with our purpose. The results of this exercise were very positive - in December 2023, the question on Company Purpose in our annual Employee Engagement survey saw a ten point increase. This was the biggest improvement of any of the focus areas.
- We have delivered Climate Fresk workshops to almost 600 employees in the UK, via a network of 9 trained facilitators. Climate Fresk is a 3 hour, in-person workshop which brings to life the science behind climate change – from cause to effect. It concludes with a 'pledge' session, where attendees make pledges on what they will change both individually and as teams.
- In light of our new targets the content of our environmental e-learning was reviewed & relaunched in March 2024. The completion rate is again over 95% and feedback is excellent. We continue to promote this e-learning to ensure new employees complete it also.
- In 2023 we launched a suite of new intranet sites to raise awareness, including a Dashboard of metrics, a Showcase of good news stories, and an Energy Matters knowledge base.



- Externally we launched [Playing Our Part](#) in 2023 and updated it in 2024, a story book to share environmental facts with both employees and customers/partners.
- In November 2023 we held our first Sustainability Week; and in February we celebrated Digital Cleanup Day. Both European events, attended and contributed to by many UK employees, will now become annual events to continue to raise awareness.

Business Travel

- Our Work Your Way policy is firmly established as our new normal, impacting both employee commute and business travel. Employees have also told us that this has permanently changed expectations of working styles, helping productivity and individual wellbeing.
- In FY22/23 we launched an annual survey to all UK employees, asking about their Commuting. We re-ran the survey in FY23/24, which showed a reduction in emissions due to our increase in EV's. We will track progress as we seek reductions on this figure and look for further opportunities to impact it. From FY24/25 the questions have been included in our annual Display Screen Equipment assessment to all employees, removing the need for a separate survey.
- We have made changes to our travel booking system to better highlight emissions to employees when making decisions about travel and continue to review travel and raise awareness of it's impact with employees.
- Where there is a need to travel, we are offsetting UK air travel.

Company Vehicles

- In January 2023 we launched our new company car offering in partnership with Arval. The new scheme encourages EV take up including facilitating mid-lease swaps from internal combustion vehicles into EVs at no cost to the employee; and an incentive to install home charging points. The uptake has been excellent – prior to launching less than 6% of our fleet were EV's – at the end of FY23 this number had risen to 42% plus 29% hybrids. The impact can clearly be seen in the reduction in our emissions on business travel and commuting.

Procurement of Goods & Services

- We procure goods & services based on environmental sustainability, consider environmental sustainability in our own procurement processes, and promote best practice within our own supply chain.
- All new suppliers to Fujitsu within the UK must sign up to our Responsible Procurement Charter, which is based on the Responsible Business Alliance Code of Conduct. The

Charter includes a requirement to not only monitor greenhouse gas emissions, but to also identify ways to reduce them on an on-going basis.

Biodiversity

- Biodiversity initiatives remain a strong focus of achieving our targets and have been expanded at some sites. Our network of Green Team employee volunteers spearhead our environmental responsible business activities on a local site level in line with companywide campaigns. At our Stevenage site we have a Hedgehog Sanctuary for injured hogs who can no longer live in the wild, which in turn is used to raise awareness of this declining species. As sites now have footfall, we have observed refreshed interest and increased membership of these Green Teams.
- Where a site has outdoor space a documented biodiversity plan is in place and updated at least quarterly.
- In May 2024 we celebrated International Day of Biodiversity with a knowledge sharing webinar and a competition for employees to share their own contributions to protecting or encouraging biodiversity.
- We celebrate World Clean Up Day annually in September, and are now linking this with the impact litter has on biodiversity. We are also encouraging employee volunteering and working towards delivering some of our Social Value targets in this area.

Infrastructure and Technology

- **Equipment recycling**
Through our Warrington warehouse, we implement a recycle policy prior to disposal of IT equipment – on behalf of our customers and internally. In 2023, over 150,000 items were processed – 43% were redeployed; 23% were remarketed; and 34% were disposed of. The volume disposed of has reduced from 63% in 2019 and there has been a marked shift towards more redeployed. When disposed of, they are sent to a third party who breaks them down into recyclable materials.
- **Office space consolidation and refurbishment**
We have recently consolidated or relocated several of our UK buildings. In Derry/Londonderry we have consolidated into a single floor which is more than 60% less than the capacity previously; and in Manchester we have reduced the space occupied by 50%. Our Bracknell building has also now absorbed people from another building nearby which has recently been closed. Now people are consolidated into shared spaces, with hot desks and relaxed meeting/break-out spaces encouraging a more collaborative environment. This in turn delivers significant energy and thus carbon savings by allowing us to reduce the areas we previously had fully operational, i.e. heating, cooling, lighting, vending machines etc for a handful of people and often many empty desks.

Planned/Proposed Carbon Reduction Initiatives

In 2024/25 we have the following plans, which we will report on in our September 2025 update.

Awareness

- We are working on a new style of e-learning to be launched in 2025, which will raise awareness of the impact of individual and business actions on the environment and encourage people to make better choices.
- We are developing a new dashboard to share with employees the full picture of all our emissions for each country across Europe. It will be easy to identify the highest volume emissions per country, and to then target them for further impact.

Sites and Facilities

- Following the success of our recent relocations and consolidations within sites, we continue to implement our property strategy using environmental decision factors matching space to actual needs. We have a planned move from our Solihull site to a smaller, more centrally located site, hence better located for public transport also.

Energy and emissions

- We continue to explore and, where technically and financially viable, implement large scale onsite or near-site behind the meter renewable energy. This would be adding additionality to the UK electricity system with regards to renewables. We are actively working on three PV projects on three of our sites, for example car ports with solar panels on a car park.
- We are continuing to explore large scale corporate PPA. This is a medium to long term project that would look to better match our energy needs to renewable available at the time of consumption.
- We are exploring opportunities to switch heating from gas to either electric or other renewable sources of heat. This will benefit the UK due to the limited amount of renewable gas available. If Fujitsu is not buying and using this, it will be available for others to use.
- Fujitsu has explored the potential use of Biofuels in our existing generator fleet. At the moment we have decided that the risks associated with using Biofuels in our existing fleet are too high. We are committed to using Biofuels in all future generators, making sure that all purchases of generators are such that they can reliably run on Biofuels.

Biodiversity

- In FY24/25 we have begun to increase our focus on Biodiversity and plan to continue to do so throughout the year. We will continue to raise employee awareness and encourage action, while also working with a third party to measure the levels of biodiversity at key sites and how they change over time.

Supply Chain

- We will work with our suppliers to further encourage them to respond to our annual request for their emissions data and to collaborate on our joint goals to reach net zero. We will continue to evolve the mix of actual and spend based data to improve accuracy over time.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by a director of Fujitsu Services Ltd on behalf of the organisation.

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'Anwen Owen', with a long horizontal flourish extending to the right.

Anwen Owen
Head of UK & Ireland

Date: 15/9/2024

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>