

LMC/rk/260318

26 March 2018

Mr Tatsuya Tanaka
President
Fujitsu Limited
Shiodome City Centre 1-5-2 Higashi-Shimbashi
Minato-ku
TOKYO 105-7123
Japan

Via email: t.tanaka@jp.fujitsu.com

Dear Mr Tanaka,

I am writing to you as General Secretary of Unite, Britain and Ireland's biggest trade union. I am sorry to have to inform you that your UK subsidiary has engaged in what we believe to be cases of serious malpractice, some of which may be illegal.

This is particularly disappointing as I know how seriously Fujitsu takes its ethical and legal commitments. Your company has supported the UN Global Compact since 2009 and you have your own Fujitsu Way Code of Conduct. I also know how you personally re-emphasised the importance of compliance after Fujitsu received an administrative fine from the Japan Fair Trade Commission.

In recent years, members of my union have drawn significant cases of malpractice to the attention of UK and EMEIA management. This included written evidence of senior management encouraging colleagues to dump totally unrelated redundancy costs on the British taxpayer. This alone is enough to seriously jeopardise Fujitsu contracts in the UK public sector. Instead of addressing these concerns and taking corrective action Fujitsu in the UK has victimised and attempted to silence whistle-blowers.

I myself met with Duncan Tait in November 2017 to discuss our concerns and was disappointed that a way forward, which I had thought had been agreed, did not materialise. It leaves me with no other choice than to request your urgent engagement on this matter. However, I see no reason to escalate this matter further if we are able to reach agreement now.

To this end and as a matter of courtesy, I enclose a copy of a leaflet that to my knowledge has only been distributed by small groups of Unite members at minor events related to Fujitsu. Despite pressure from within my own organisation I have instructed that there be no serious escalation in

our activity. However, if as has been the case to date, we are unable to resolve the issues directly with Fujitsu management, we will have no choice but to bring our concerns to the attention of other stakeholders. This could include Fujitsu; customers, competitors, shareholders, analysts, commentators, partners, suppliers, governments and regulators.

It is my firm belief that the remedy my members have requested is reasonable, in particular:

- Greater transparency on costs incurred by tax-payers on public contracts
- The reinstatement or suitable redeployment of relevant Unite activists, including Ian Allinson

It is my sincere hope that together we can resolve this dispute amicably and without the need for further rancour and escalated campaign activity.

I look forward to your prompt response.

Yours sincerely,

A handwritten signature in blue ink that reads "Len McCluskey". The signature is written in a cursive, flowing style.

LEN McCLUSKEY
General Secretary

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