

**1. Statement of Intent**

Team Fusion is committed to adhering to the highest standards in everything we do, including respecting human rights and ensuring that all individuals are treated with dignity and respect.

This policy sets out our commitment and the steps we take to meet our responsibility to respect internationally recognised human rights standards. It is guided by the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

Team Fusion complies with national laws and regulations in the jurisdictions within which it operates. In the event of a conflict between national laws and regulations and international human rights standards, Team Fusion will always seek to implement processes that respect those international human rights standards.

This policy provides the basis for embedding responsibility to respect human rights throughout all our business functions and applies to employees, contractors, suppliers, agents and any other third party working with us as part of our operations.

**2. Diversity, Inclusion and Equal Opportunities**


Team Fusion values diversity and is committed to promoting equal opportunities in the workplace. Every individual will be treated fairly and equally with dignity and respect regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, social class, nationality, ethnic or national origin, religious belief, union membership, political opinion, sex, sexual orientation or any other protected characteristic

Team Fusion’s Equal Opportunities Policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspect of employment including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures and termination of employment.

Team Fusion is committed to providing a working environment free from harassment and bullying and ensuring all individuals are treated and treat others with dignity and respect.

UNCONTROLLED COPY IF PRINTED

No. of Pages = 3

<b>TEAM FUSION</b>	
<b>HUMAN RIGHTS POLICY</b>	
<b>COMPANY POLICIES</b>	

**3. Health and Safety in the Workplace**

Team Fusion is committed to ensure the highest standards for health and safety of employees and anyone affected by our business activities and to providing a safe and suitable environment for employees and all those attending our premises.

Our Health and Safety Policy sets out our arrangements in relation to:

- Identification, assessment and control of health and safety risks arising from work activities.
- Preventing accidents and work- related ill health
- Provision and maintenance of a safe workplace and equipment
- Consultation with employees on health and safety matters
- Training, information and communication in safe working methods and procedures
- Emergency procedures in cases of fire, hazards or major incidents

All individuals share responsibility of achieving safe working conditions and we are committed to engaging with employees to continually review and improve health and safety in our workplace.

**4. Modern slavery, Human Trafficking and Child Labour**

Team Fusion is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.

We expect our third -party suppliers to adhere to the highest standards of quality and integrity in all aspects of their business. We will carry out due diligence before working with a new supplier to ensure compliance with our policies and ethical standards

Team Fusion is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains consistent with the obligations under the Modern Slavery Act 2015.


The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control

**5. Treatment of Workers**

Physical abuse, the threat of physical abuse, verbal abuse, violence, sexual or other harassment, bullying or other forms of intimidation are prohibited

We ensure full compliance with applicable wage, work hours, overtime and benefits laws – including but not limited to the laws applicable to the national minimum and living wage

All workers will be provided with written and understandable information about their employment conditions prior to entering employment.

<b>TEAM FUSION</b>	
<b>HUMAN RIGHTS POLICY</b>	
<b>COMPANY POLICIES</b>	

We recognise our employees right to join or form trade unions and to bargain collectively as permitted by national laws. These rights will not be restricted or interfered with.

**6. Communication and Review**

Team Fusion undertakes to ensure that its Human Rights Policy and those policies which derive from it are communicated effectively to all employees, contractors, suppliers, agents and any other third party working with us as part of our operations.

Team Fusion strives to create an open and honest working environment in which everyone’s views are valued and respected. All employees are able to raise any concern they have regarding any human rights violations without fear of reprisal.

This policy will be reviewed annually and updated as and when necessary, to reflect changes in relevant legislation and improvements in approach.

Compliance with these policies is mandatory for all Company personnel.



Jerry Jones  
Chief Executive Officer

**September 2023**

First Issued: January 2020