

TEAM FUSION	 <b>TEAM FUSION</b>
CODE OF ETHICS	
COMPANY POLICIES	
UNCONTROLLED IF PRINTED	

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## Introduction

Our commitment to providing expertise, remaining discrete, and producing results is re-enforced by unwavering ethical responsibility. We view ourselves as responsible for promoting and maintaining an ethical professionalism in our performance.

Through unilateral efforts and in close collaboration with partners, affiliates and associates, we strive to contribute to the greater dialogue and discussion surrounding the most positive and ethical manner in which companies can and should operate in our industry.

Business integrity goes beyond compliance with the law and involves the application of our core values. Team Fusion does not pay bribes, engage in acts of corruption or receive kickbacks either directly or indirectly. Team Fusion staff and contractors are expected to use their judgment not just to avoid malpractice but also to promote good practice in accordance with the company's commitment to exacting standards of integrity.

Team Fusion supports the Universal Declaration of Human Rights, and our employees are never to be complicit in human rights abuses. We examine all advice to clients for its potential direct and indirect impacts on human rights. Team Fusion abides by the Voluntary Principles on Security and Human Rights.

## Values

We are guided by a strong set of principles and values, which are driven by our unwavering desire to deliver the highest quality solutions to meet our clients' needs. Our core values are:

Honesty, Integrity and Fairness, Customer Focussed, Professionalism

## Standards of professional behaviour

### Professionalism and competence

- We will maintain the highest standards of professionalism, competence, and proficiency in our services.
- We will continually improve our skills and knowledge through training and professional development.

### Honesty and integrity

- We will conduct our business with honesty, integrity, and transparency.
- We will not engage in any activities that could compromise our clients' trust.

### Equality and diversity

- We will act with fairness and impartiality, not discriminating unlawfully or unfairly.

### Use of force

- Use of force will be avoided at all costs, employing de-escalation and conflict management and may only be used as is reasonable to mitigate the threat; in the prevention of crime, or in effecting or assisting in the lawful arrest of offenders or of persons unlawfully at large.

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## Conduct

- We will behave in a manner which does not bring discredit on Team Fusion.
- We will comply with all applicable laws, regulations, and legal obligations in our operations.
- We will respect the rights and freedoms of individuals while ensuring the safety and security of our clients and the public.

## Confidentiality

- We will treat information with respect, and access or disclose it only in the proper course of our duties.
- We will safeguard the privacy and confidentiality of our clients' information and data.
- We will not disclose any confidential information to unauthorised individuals or use it for personal gain.

## Compliance and reporting

- We will promptly investigate and address any reported ethical concerns, violations, or suspected illegal activities, ensuring appropriate action is taken.

## Environmental responsibility

- We will strive to minimise our environmental impact through responsible resource usage, waste management, and sustainable practices.