

Statement of Conformance and Applicability

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.

Our policies are ECHR compliant, legal, ethical and proportionate. They are subject to regular review and are the cornerstone to our activity.

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

Statement of Conformance

This policy demonstrates our commitment to and conformance with our responsibility to respect human rights as reflected in the provisions of our Security Operations Management System and the following:

- International Code of Conduct for Private Security Service Providers
- Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict;
- Guiding Principles on Business and Human Rights; Implementing the United Nations “Protect, Respect and Remedy” Framework 2011;
- any other applicable internationally recognized human rights commitments (e.g. Voluntary Principles on Security and Human Rights).

This policy also stipulates the Team Fusion’s human rights expectations of its stakeholders linked directly to its operations.

Team Fusion shall also comply with all compliance requirements listed under ISO 18788:2015* with the following exclusion:

18788 2015	PSC.1 2022	Operation	Exclusion
8.3.2		Weapons Authorisation	Team Fusion do not carry weapons on any of their operational projects
8.3.6		Use of Force in support of Law Enforcement	Team Fusion do not operate in support of Law Enforcement
8.5.1		Law Enforcement Support	<i>As above</i>
8.5.2		Detention operations	Team Fusion do not carry out any detention operations
8.6.3	9.5.3	Procurement and management of weapons, hazardous materials and munitions.	Team Fusion do not procure or use any weapons or hazardous material or munitions in any operational projects

Compliance with these policies is mandatory for all Company personnel.



Jasper de Q Adams
Chief Executive Officer

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**ISO 18788:2015 is considered the prime of the Team Fusion Quality Management System which includes ANSI PSC.1-2022 and ISO 9001:2015. As part of regular documented information reviews ANSI PSC.1-2022 title will be updated to reflect.*