

fuse

Diversity, Equity, Inclusion and Belonging Report

2023/2024

About this report

Introduction

Awareness, progression and inspiration. Since our first DEIB report issued in 2023, we have strived to continue our journey to a more inclusive Fuse. We want every Fuser to feel a sense of belonging, for future Fusers to know we do not discriminate, and for our clients to feel enlightened by our DEI efforts so far.

Talent Strategy

DEIB is at the heart of our hiring process, from the moment a candidate applies. Hiring a diverse team helps us to perform better and therefore produce more innovation for our platform and increased success for our clients. We want DEIB to be an essential part of who we are, what we do and how we do it.

Fuse

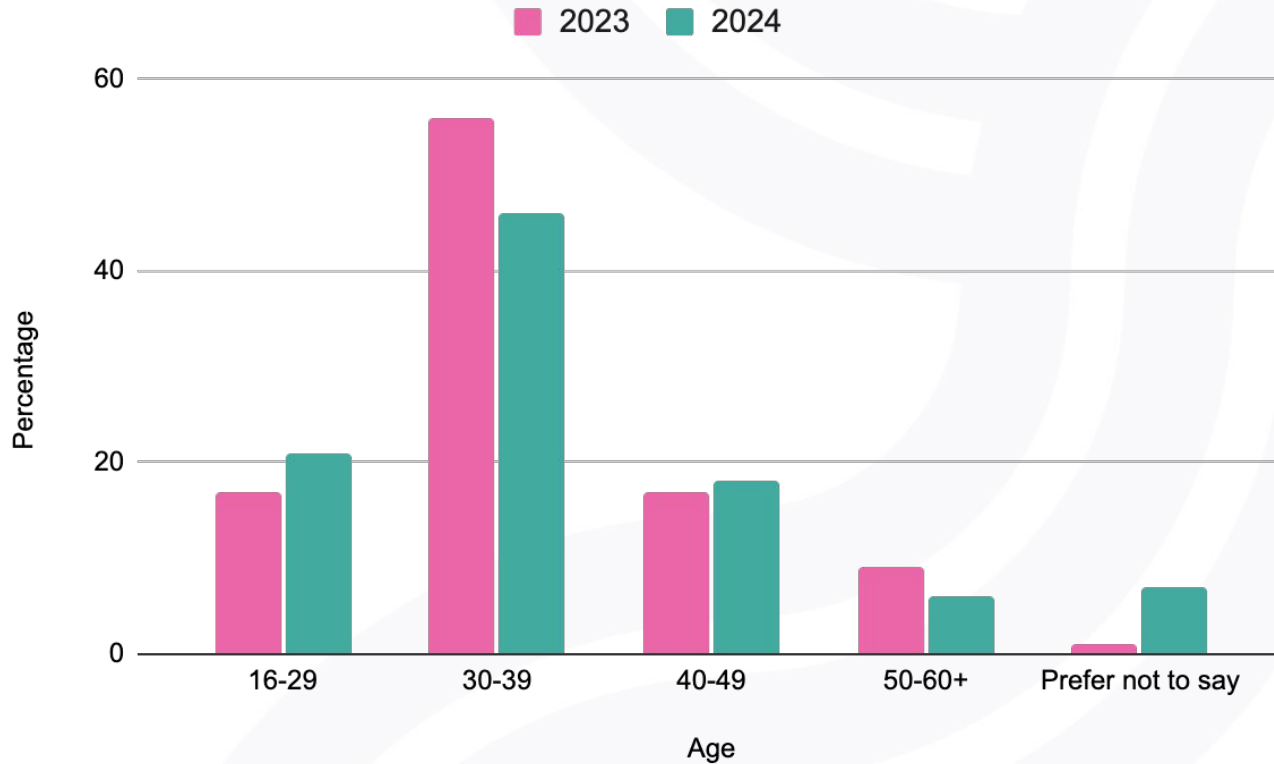
At our core, Fuse's 100 employees are diverse, working across more than five countries, with different nationalities, beliefs and religions. Our people create our culture, as they are authentic to Fuse; and whilst our culture supports our DEIB efforts, our DEIB efforts are strengthening our culture. This report will delve into how we are doing this.

Our data

We will be comparing our results from last year to see if we have made anymore progress. Though we have further to go, we are proud of our DEIB journey so far, as we take a look back over our efforts and how we can continue to do more, improve and create that all important awareness.

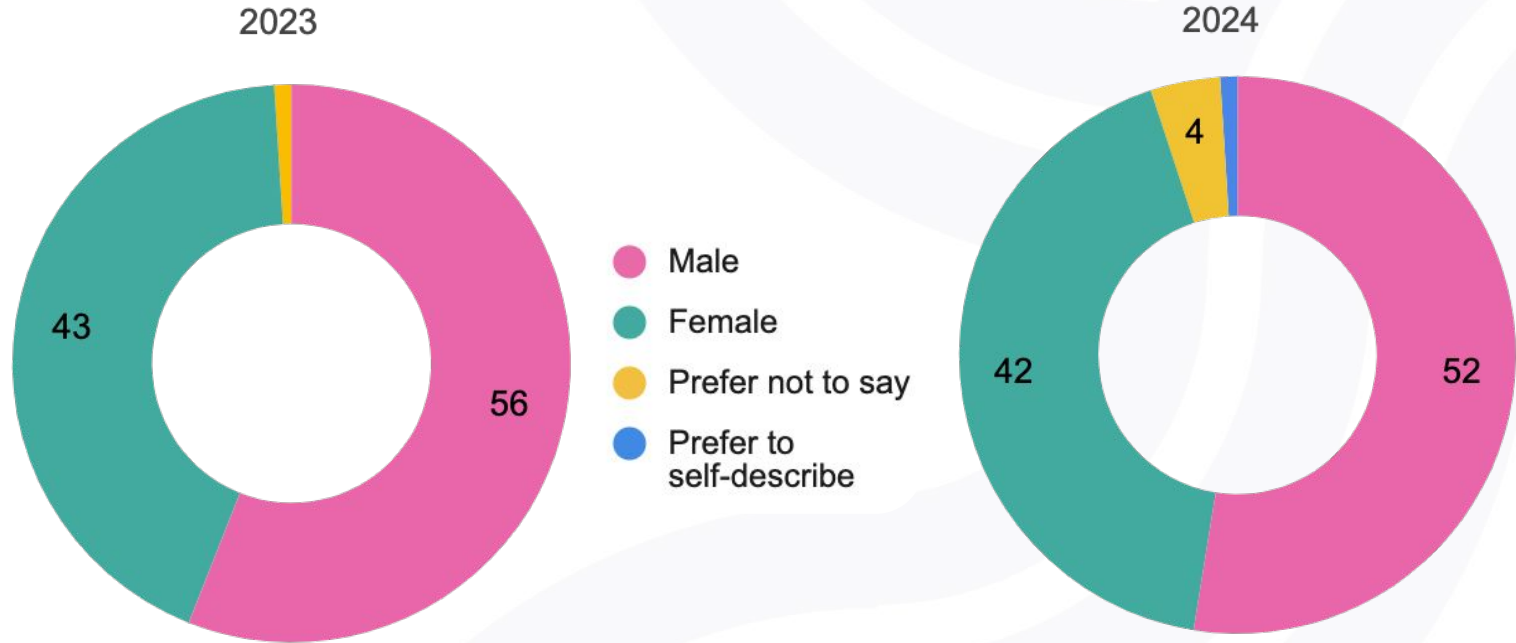
*The data in this document reflects 69% (71/103) of all employees who completed the survey.

Percentage by representation of Age



This shows a slight improvement on age equality at Fuse from 2023-2024.

Percentage by representation of Gender



This shows a slight improvement on gender equality at Fuse from 2023-2024.

Percentage by representation of Ethnicity



This shows no real improvement on the equality of ethnicity at Fuse from 2023-2024.

Self reported categories

15%

have a disability or health condition

21%

have a Neurodiverse condition (ADHD, ADD, Dyslexia etc)

35%

are parents

42%

are Christians

10%

are Hindu

6%

are Bisexual

4%

are Gay

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Question score

4.13

Average score



Response distribution

Employees scored Fuse Universal's inclusive culture and values a positive 4.13 out of 5, with 79% voting above average or **excellent**. We were pleased to see these results, and we aim to continue raising the bar even higher each year on our inclusive journey.

Beyond the data - Talent strategy

Fuse is a remote first flexible business. What this means when it comes to hiring is borders do not define our talent pool. We can tap into talent from across the globe and from many diverse backgrounds, religions and communities.

Internal Training

We run inclusive interview training sessions with hiring managers to ensure they are conforming to a non-bias and neurodiverse hiring process. Being aware of inclusive language (see next page) when creating job descriptions and being conscious of making swift decisions to ensure candidates have a positive experience, are just the start.

Careers webpage

Fuse leverages its careers webpage to provide an opportunity for prospective candidates to get to know the company, the people and to highlight key

benefits and activities across the employee experience that showcases our culture.

Hiring process

Firstly at Fuse, before advertising externally for any positions, we discover whether we can grow our own talent within the business.

Recently, following our partnership with Aabilities, a neurodiversity awareness platform; we decided to enhance our application forms to include a more thorough reasonable adjustments statement.

This was to help candidates feel comfortable sharing their disabilities or neurodivergent status.

We also adapted our interview process whereby we now use scorecards for all roles to ensure a fair and consistent process. This also means capturing and sharing constructive feedback with candidates is more streamlined. This has improved not only our candidate experience, but our Glassdoor reviews too.

Inclusive hiring - Neurodiversity

Words Matter - examples of phrases or words to use which can be more inclusive

Instead of

- Must have excellent social skills
 - Exceptional multi-tasking abilities
 - Highly energetic and outgoing
-
- Must be a fast learner
 - Must work well in fast paced, high pressured environment
-
- Demonstrate proficiency in utilising advanced software solutions
 - Duties include data analysis, reporting and insights
-
- Strong interpersonal skills and ability to deliver persuasive presentations
 - Bachelor's degree required



Use

- Collaborates effectively with all stakeholders
 - Manage multiple tasks and prioritise work effectively
 - Enthusiastic and motivated
-
- Ability to grasp new concepts and adapt to multiple changing environment
 - Manage multiple tasks and prioritise work effectively
-
- Use computer software effectively and efficiently
 - Conduct data analysis, generate reports and provide actionable insights to drive decision-making
-
- Effective comms skills, including the ability to adapt comms style to different audiences
 - Bachelor's degree in a relevant field or equivalent work experience

In 2023, Fuse embarked on a partnership with Aabilities, raising awareness of neurodiversity.

This image shows the language we previously used and the language we now use in all areas of the hiring process from job descriptions to interviews, to ensure our touch points and interaction with candidates is neurodiverse.

Employee initiatives

You can have the best strategy, initiatives and even ways of measuring success, but if you do not encourage an inclusive culture you risk failing.

Benefits and Rewards

As a remote first flexible business we are grateful to be able to tap into talent without restricting borders. This also means our staff have the opportunity for a better work/ life balance.

As a global workforce our benefits and rewards need to be fair, flexible and inclusive for all our staff no matter where they are based.

Pay equity:

Learning and Development

Training and development opportunities for all employees:

Mentorship programme for underrepresented group:

Workspace and Socials

- Accessibility
- Working environments for your ND workforce
- Inclusive social events (e.g. 'Xmas' parties, variety of activities)

Other

Use data to drive the right behaviours: DEI targets for hiring managers?

DEI within your KPIs: e.g. retention across Employee groups

Retention

Recruiting doesn't matter if our best hires quit. This can have a knock on effect across the business. This is why DEIB is paramount at Fuse to support relationship building, communication, feedback and recognition. EOM, milestones, HiBob goals, career ladders, socials, slack, pinkfuse, engagement survey.

Fuse DEI community

Featured Content

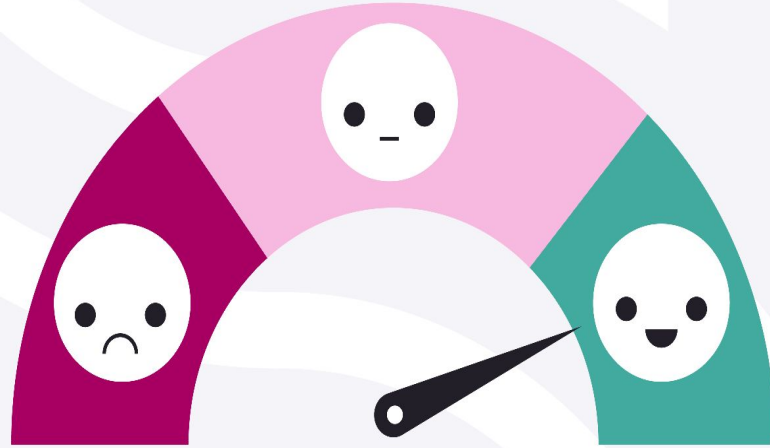


Quick Links



At Fuse we have an internal DEIB committee whom get together regularly throughout the year to discuss the next poignant date to raise awareness for. We also have an DEIB community on our Fuse platform, with information such as a DEIB calendar of key events, plus a hub of previous celebrations and information. This community is also where our DEIB report lives and showcases the particular event we are celebrating that month. It is a place where our employees can go to discover, learn and get involved if they can.

Belonging at Fuse



4.02

Fuse employee engagement survey results 2023

*Based on a 90% response rate

Our engagement score for 2023 was 4.02 out of 5. One of our highest scoring areas was *"my manager cares about me as a person"*.

This shows that our managers are investing in their teams and have a genuine interest in them as a person. This score is above industry average and is testament to our employees feeling a sense of belonging at Fuse.

Year in review and what's next

Employee initiatives

Our internal DEIB committee meet regularly throughout the year to brainstorm different initiatives on how we can create more awareness, raise money and honour poignant dates. In 2023 we did just this and celebrated key dates such as:

- International Women's Day
- Pride Month
- Black History Month
- World Mental Health Day
- South Asian Heritage Month
- Stress Awareness Month
- Men's Health Awareness Month

We celebrate by creating articles within our Fuse platform to raise awareness and to give employees the opportunity to get involved and share their stories. We encourage our employees to be their authentic selves and to work in an environment where they feel they belong.

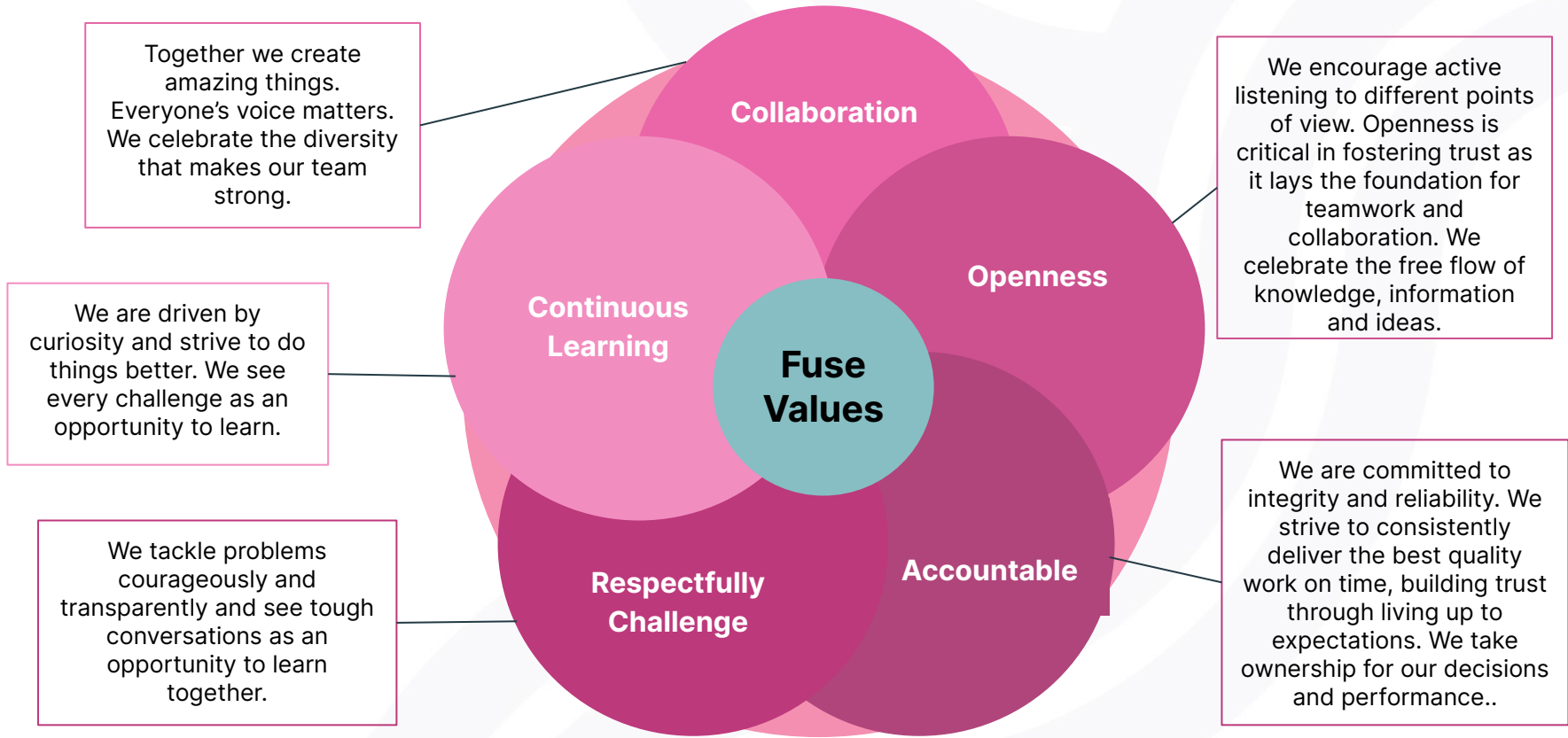
What's next?

We're aiming for a more active DEIB approach, whereby we celebrate more culture days, giving back to underrepresented groups & raising funds for different charities. So far in 2024 we have launched a brand new initiative called "**Fuse it Forward**" which is an employee led charity programme, with the aim of giving back to the community:

We believe in the power of fusing compassion with innovation! Together, we're not just raising funds for charities; we're igniting positive change and creating a ripple effect of goodness that transcends borders and transforms lives.

Along with "Fuse it Forward" we have already began increasing the number of poignant dates we're celebrating, for example World Cancer Day, LGBTQ+ awareness month & inclusivity week, along with Race for Life planned for later in 2024. We're excited to see where our DEIB journey takes us, ready to showcase our journey in our 2025 report.... so, watch this space!

Values and Behaviours



fuse

Fuse Universal

2023/2024