

Modern Slavery and Human Trafficking Statement

Fuse Universal Ltd

1. Organisation Structure and Supply Chains

Fuse Universal Ltd (“Fuse”) is a learning technology company providing a cloud-based learning and knowledge platform used by enterprises globally to enable workforce development, collaboration and skills management.

Fuse is headquartered in the United Kingdom and operates internationally through a combination of direct employees and carefully selected partners who support platform development, hosting, implementation and customer support.

Our supply chain primarily consists of:

- Cloud hosting and infrastructure providers
- Software development and technology suppliers
- Professional services and consulting partners
- Corporate service providers (including HR, recruitment, finance and legal services)

As a technology company, our supply chains are relatively short and primarily involve professional services and digital infrastructure providers rather than physical manufacturing. However, we recognise that modern slavery risks can exist in any sector and we remain committed to ensuring our operations and supply chains are free from slavery, servitude, forced labour and human trafficking.

2. Policies in Relation to Slavery and Human Trafficking

Fuse is committed to acting ethically and with integrity in all business dealings and relationships.

Our approach to preventing modern slavery is supported by internal policies including:

- **Code of Conduct** – outlining expected standards of ethical behaviour for all employees and contractors.
- **Supplier Code of Conduct** – requiring suppliers to comply with applicable labour laws and prohibiting forced labour, child labour and human trafficking.

- **Whistleblowing Policy** – enabling employees and partners to report concerns confidentially and without fear of retaliation.
- **Recruitment and Employment Policies** – ensuring fair hiring practices, compliance with employment law and verification of the right to work.

These policies collectively support our commitment to preventing modern slavery within our operations and supply chains.

3. Due Diligence Processes

Fuse undertakes due diligence when engaging suppliers and partners to ensure alignment with our ethical standards.

Our due diligence processes may include:

- Supplier selection processes that consider ethical, legal and reputational risk
- Contractual requirements for suppliers to comply with applicable labour laws and anti-slavery legislation
- Evaluation of suppliers based on their governance, compliance and operational practices
- Ongoing review of key supplier relationships where appropriate

Where risks are identified, we work with suppliers to address concerns and ensure appropriate remediation.

4. Risk Assessment and Management

Given the nature of our business as a technology and SaaS provider, we consider the overall risk of modern slavery within our direct operations to be **low**. However, we recognise that risk can arise indirectly through supply chains.

To manage this risk we:

- Focus supplier engagement on reputable technology and professional services providers
- Monitor compliance with applicable employment and labour laws
- Maintain governance processes that promote ethical procurement practices
- Encourage transparency and reporting of concerns across our workforce and partner network

We periodically review our supply chain profile to identify any emerging risks.

5. Key Performance Indicators (KPIs)

To measure the effectiveness of the steps taken to mitigate the risk of modern slavery, Fuse monitors the following indicators where appropriate:

- Completion of employee training on ethical conduct and compliance
- Supplier adherence to contractual ethical and legal requirements
- Review of supplier onboarding processes and compliance checks
- Monitoring and resolution of any reported concerns through our whistleblowing channels

To date, Fuse has received **no reports of modern slavery within its operations or supply chain.**

6. Training on Modern Slavery and Human Trafficking

Fuse recognises that awareness and education are critical in preventing modern slavery.

We promote awareness through:


- Internal communication on ethical business conduct
- Training for employees involved in procurement and supplier engagement
- Reinforcement of expectations through our Code of Conduct and internal policies

Where appropriate, we will continue to expand training to ensure employees understand the risks of modern slavery and how to identify and report potential concerns.

Approval

This statement is made pursuant to **Section 54 of the UK Modern Slavery Act 2015** and constitutes Fuse Universal Ltd's Modern Slavery and Human Trafficking Statement for the current financial year.

The statement has been approved by the Board of Directors.

Signed: 
Director
Fuse Universal Ltd

Date: 13/3/2026

Steve Dineen