



COMMERCIAL IN CONFIDENCE 

# Fusion

## Modern Slavery Statement

Version 1.0 June 2023



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## 1 Document Information

<b>DOCUMENT CLASSIFICATION</b>	Public Classification
<b>VERSION</b>	1.0
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<b>DOCUMENT AUTHOR</b>	Karen Wille

### 1.1 Revision history

<b>VERSION</b>	<b>DATE</b>	<b>REVISION AUTHOR</b>	<b>SUMMARY OF CHANGES</b>
1.0	27 <sup>th</sup> July 2023	Karen Wille	Initial release customised for Fusion only

### 1.2 Distribution

<b>NAME</b>	<b>TITLE</b>
Emma Ford	Head of Product and Strategy Growth
Damien Mair	Principal and Fusion Co-Founder

### 1.3 Approval

<b>NAME</b>	<b>POSITION</b>	<b>SIGNATURE</b>	<b>DATE</b>
Karen Wille	Chief Operating Officer		27 <sup>th</sup> June 2023

## 2 Modern Slavery

### 2.1 Fusion Modern Slavery Statement

Fusion is committed to promoting and maintaining ethical and responsible business practices, protecting human rights, and acting with honesty and integrity in everything we do.

We do not tolerate any form of modern slavery, forced labour or human trafficking in any part of our business or supply chain.

We take any concerns regarding modern slavery seriously and encourage our employees, partners, and suppliers to report any instances they encounter.

### 2.1 What is Modern Slavery

Modern slavery is an umbrella term for a range of practices that involve coercion, threats or deception being used to exploit people and deprive them of their freedom. These are serious crimes globally (and in Australia) and include:

Trafficking in persons – the recruitment, transportation, transfer, harbouring or receipt of a person by means including coercion, threat, fraud and abduction for the purpose of exploitation.

Slavery – when a person tries to exercise ‘ownership’ over another or when a person is treated like an object which can be bought, sold or traded.

Servitude – when a person does not consider themselves free to stop working or to leave their place of work because of coercion, threats or deception.

Forced marriage – where a person is married without their free and full consent because of coercion, threat, deception or because they are incapable of understanding the nature and effect of the marriage ceremony.

Forced labour – when a person is forced to work against their will or under threat of punishment.

Debt bondage – when a person is forced to work to pay off a debt or loan which is used as a form of coercion or control. The person is often tricked into working for little or no pay and may have no control over the level of debt.

Exploitative child labour – where children are exploited through slavery or slavery-like practices or where the work is harmful to children by, for example, depriving them of their potential and dignity or is harmful to their development.

## 2.0 About Fusion

Fusion is a full-service digital product studio providing strategy, design, and technology solutions for forward thinking organisations.

Established in 1995, the founders of Fusion saw an opportunity to apply design thinking to digital media and break the traditional mould of technology delivery. They believed they could take their ideas further by starting their own business and offering something completely different.

The result was a Fusion of strategy, design, and technology with a strong belief in focusing on what people experienced, rather than just what the digital technology could deliver.

Over the years Fusion's expertise has broadened enormously, but what still drives us is the burning desire to create innovative experiences that deliver strong business outcomes and which people love, connect with, and want to share.

Fusion's purpose is to *create experiences that people love*.

## 2.1 Governance

Fusion will comply with all applicable anti-slavery and human trafficking laws, statutes, regulations, and codes from time to time in force including but not limited to the *Modern Slavery Act 2018* (Cth)

Fusion will not engage in any activity, practice, or conduct that would cause our partners or clients to contravene the *Modern Slavery Act 2018* (Cth) if such activity, practice, or conduct were carried out in Australia;

Fusion will notify partners or clients as soon as Fusion becomes aware of any actual or suspected slavery or human trafficking in Fusion's operations or supply chain.

Fusion will ensure that its personnel, employees, officers, service providers, subcontractors and agents will, comply with Modern Slavery Laws and will not engage in any activities, practices or conduct that would constitute an offence under Modern Slavery Laws, including if such activity, practice, or conduct would constitute an offence under Modern Slavery Laws if it had taken place within Australia.

Fusion is not aware of any personnel, officers, employees, service providers or agents that have been convicted of any offence involving slavery and human trafficking;

Fusion has investigated its labour practices and will take reasonable steps to ensure that modern slavery risks are being identified, assessed, addressed, and mitigated in our operations and supply chains.

Risks related to Modern Slavery will be reported to our Board of Directors if they arise.