



Fusion Occupational Health Ltd

Fusion Anti-Modern Slavery and Human Trafficking Policy Document

Document Control

Summary of Changes

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Document Owner

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Distribution



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WORKPLACE WELLBEING

This document has been distributed to:-

Board of Directors	15.05.20
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Introduction

This statement covers the activities of Fusion Occupational Health Ltd. It has been published in accordance with the Modern Slavery Act 2015 and details the action taken by us to prevent and combat modern slavery and human trafficking within our business and supply chain.

Modern slavery is a crime and a violation of fundamental human rights which estimated to effect c.21 million victims worldwide. It takes various forms; slavery, servitude, forced and bonded labour; and human trafficking; all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal commercial gain.

With 6,993 potential victims submitted to the National Crime Agency's Referral Mechanism in 2018. A 36% increase on 2017, Fusion Occupational Health Ltd recognises the need to raise awareness and to be pro-active in working to prevent all aspects of modern slavery. We have a zero-tolerance approach to modern slavery and expect all who have, or seek to have, a business relationship with Fusion Occupational Health Ltd, to familiarise themselves with our anti-slavery and human trafficking policy and to act at all times in a way which is consistent with this policy.

We are committed to acting transparently, ethically and with integrity in all our business transactions and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in our supply chains.

We believe in a society united by shared opportunities. Where everyone can maximise their own potential, find fulfilment and live meaningful lives.

1. Our Business

Fusion Occupational Health Ltd provides occupational health services and was founded in 2016.

As a health care business, our success lies in having a positive impact for people. We are in the business of working with people across the country, we are in an excellent position to make a true difference.

Our supply chains are limited to those individuals and organisations who provide Fusion Occupational Health with goods and services needed to operate its business, such as sourcing of workers, materials, stationery, workwear and IT equipment; and other materials principally related to the provision of our services.



2. Our Policies in relation to Modern Slavery

It is Fusion OH's recruitment policy to obtain the candidates Proof of Right to Work in the UK at the early stages of our recruitment interview process.

Our commitment to improve society person by person is supported by a number of policies and processes including the following:

- HR-O-028a – Modern Slavery Act Compliance Questionnaire
- HR-O-029 Modern Slavery Statement
- HR-O-003 Whistleblowing Policy
- HR-O-004 Equality and Diversity Policy Issue
- HR-O-023 Recruitment Policy
- OP-G-06 Suppliers Procedure

Our business model and policies go hand in hand with our drive to improve society, and we align with the following six UN Sustainable Development Goals:

- No Poverty
- Good Health and Wellbeing
- Quality Education
- Good jobs and economic growth
- Reducing Inequality
- Responsible consumption

These policies and processes are informed by internationally recognised standards and declarations;

- The Base Code of the Ethical Trading Initiatives
- The UN Universal Declaration of Human Rights
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights
- The UN Global Compact

Employees are encouraged to report concerns using available report channels, all reports are investigated and if applicable the relevant authorities contacted. Employees that report concerns whether openly or confidentially, will be taken seriously and receive full protection under our Whistleblowing Policy. All policies are available on our internal intranet.

Alternatively, for more information or guidance, or to report a case of modern slavery, Unseen/the government's Modern Slavery Helpline can be contacted on 08000 121 700

Tackling Modern Slavery – Our Business

We have focused our drive, in raising awareness of the issue amongst our temporary workforce, providing information and support to those affected, or potentially affected by modern slavery, and promoting and supporting modern slavery charities in the work they do to help survivors of the heinous crime.

In order to raise awareness, we have and continue to;

- Provide Modern Slavery training for employees involved in recruitment.
- Display Modern Slavery factsheet in office locations and distribute to staff.

- Systems to prohibit employees using a bank account that is not in their own name unless proof of relationship with the account holder can be established
- Systems to monitor and flag high multiple use of the same home address

Our Training and Due Diligence

To ensure a high level of understanding of the risks of modern slavery and human trafficking we have training for all our employees involved in the recruitment or the management of our supply chain.

Fusion Occupational Health Ltd raise awareness of modern slavery issues by publishing and emailing Modern Slavery Statement to all employees and on the group shared drive, this is recommunicated annually.

Tackling modern slavery – our supply chains

All suppliers are issued with a copy of our Modern Slavery Statement, this is communicated at the beginning of our business relationship and reinforced as appropriate thereafter.

We expect the same level of commitment and high standards in tackling modern slavery from suppliers, contractors and business partners. As part of our contracting processes suppliers are issued with a Suppliers Self Questionnaire (IS-G-20b) which contains questions on their compliance with the Modern Slavery Act, which they will complete and we will review as evidence of their commitment to tackling modern slavery and expect all our suppliers to their suppliers to the same high standards.

Our Commitment and Raising Awareness

This policy reflects our continue commitment to providing training and increase awareness, enforcing processes and controls to ensure slavery and trafficking are not occurring in our business and supply chains.

Impact and Monitoring

The board has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Any queries or comments about this policy should be addressed to the MD at Fusion HQ

Our Plans for 2020/21

We are committed to reviewing and improving what we do each year to prevent modern slavery and human trafficking. Our 2020/21 initiatives will build on our work so far.

We will increase internal awareness on identifying and reporting incidents of modern slavery and human trafficking.

We will review our upwards supply chain to ensure Modern Slavery statements are available