

# **CODE OF BUSINESS CONDUCT**

## **Corporate & Social Responsibility**

Interfuse Ltd is part of Jelson Holdings Ltd and being successful as a Group requires the sharing of common values. All Directors, Management and Employees are committed to conducting our business in an honest, ethical and sustainable way. The fundamental values and company culture is achieved by adopting leadership principles from the group which creates the foundation for a common management culture.

Our 'Code of Business Conduct' aims to achieve high ethical values and legal standards, compliance with the Law is a basic principle that underpins our policies. All Interfuse employees and those acting on our behalf are expected to respect and comply with all relevant laws and regulations and we appreciate that clear and accurate communication is critical to ensure the proper management of our business. We are committed to ensuring up-to-date sustainable performance information is available to stakeholders and the general public on our web site and is available for independent review and verification whenever required. Minimising our environmental impact in line with our Environmental Policy and our Environmental Management System. Health and Safety is a vital part of our business and our Employees are the most important asset of the business. Interfuse is committed to ensuring the health and safety and welfare of its Employees and any other persons who may be affected by its operation.

The Company continues to uphold an individual's basic rights to equal opportunities within a safe working environment irrespective of race, nationality, religion, age, gender sexuality or disability.

## **Economic Values**

Interfuse has a strong financial foundation making it possible to operate a sustainable business, investing in innovation and being able to fulfil its responsibilities to Investors, Customers, Employees, Local Communities and other Stakeholders.

The Company helps to create economic value from recruiting direct employment locally providing work for local contractors, sourcing materials and services from UK Suppliers wherever possible and helping our Customers by providing a quality product and service that is sustainable and affordable.

Interfuse Ltd has in place policies, procedures and processes to address the Modern Slavery Act 2015 as described in our Modern Slavery Statement.

The Company is committed to fair employment practices and adheres to all applicable labour and employment laws in the UK and complies with the principles of national minimum wages, overtime hours and legally mandated benefits.

Business will be conducted with integrity, there will be no gifts, payments, services, entertainment or other advantages offered or given which are intended to influence the way in which our company does business. Any courtesies must be lawful and in line with standard business practice.