

fuse

Diversity, Equity and Inclusion Report

2022/2023

Our DE&I Journey

The key to our success at Fuse is our people, and we are committed to creating a company that reflects the diversity of all of our stakeholders. We want to create a sense of community and belonging at Fuse - where we are fair and unbiased, there are opportunities for growth and how we give back.

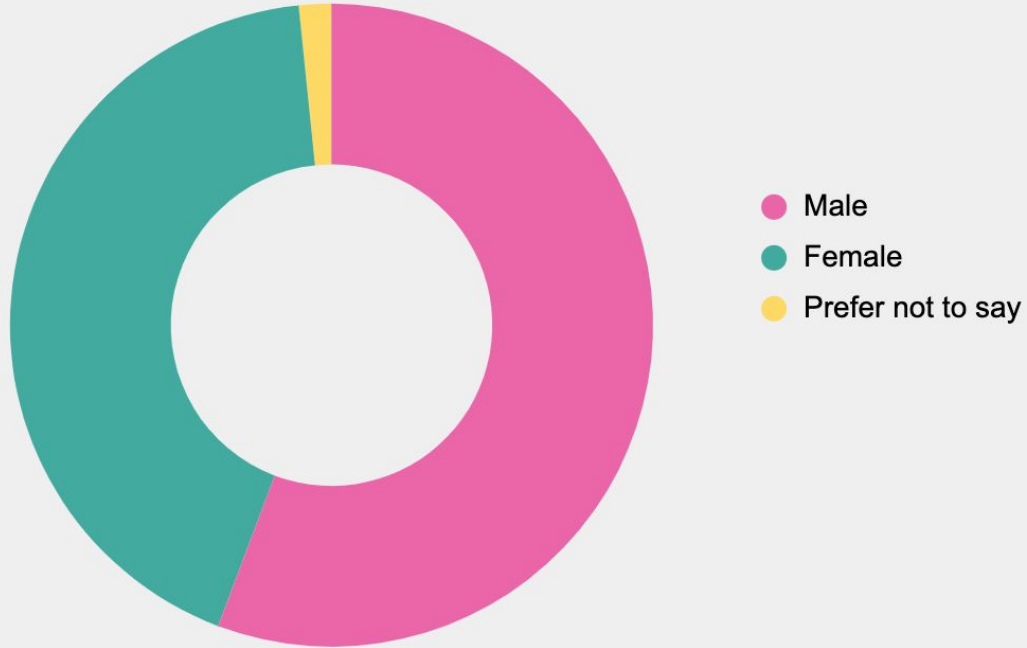
We aim to actively embed inclusive practices at Fuse, to create an unbiased employee experience from the moment you apply for one of our jobs, no matter where in the world you live. We know that if we give you the opportunities to grow and develop, then Fuse grows too.

In addition to the employee demographic data that this document provides, we also included data on self reporting categories. Plus we have provided a snapshot of the key initiatives that we implemented to support the well-being of our employees, not to mention raising awareness of a number of poignant dates throughout the year in 2022.

*The data in this document reflects 66% (61/92) of all Fusers who completed the survey.

Gender

Representation by Gender



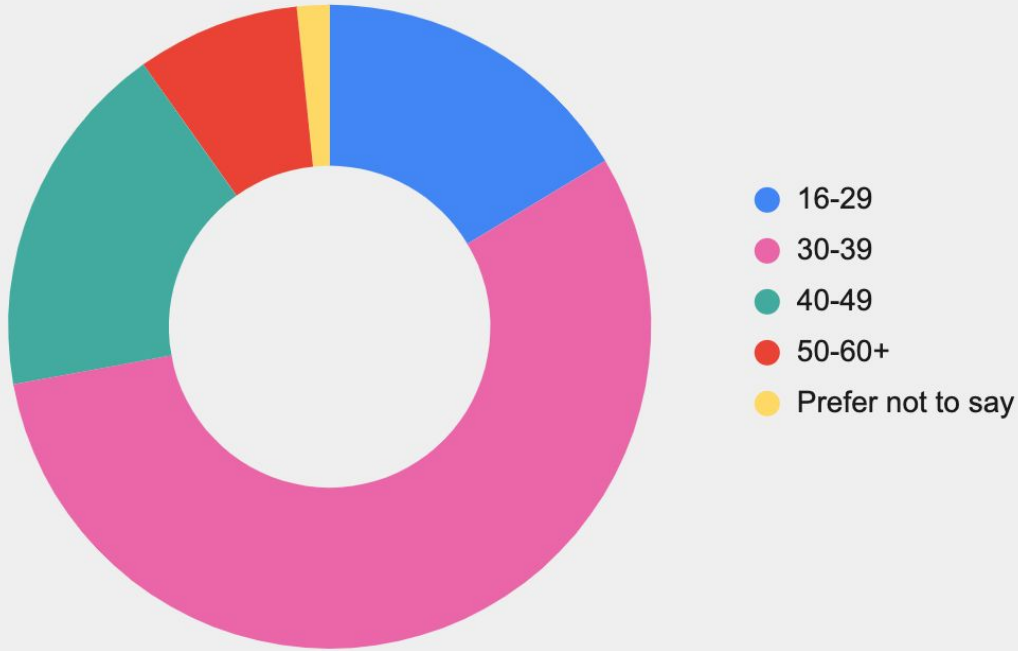
56%
Male

43%
Female

1%
Prefer not to say

Age

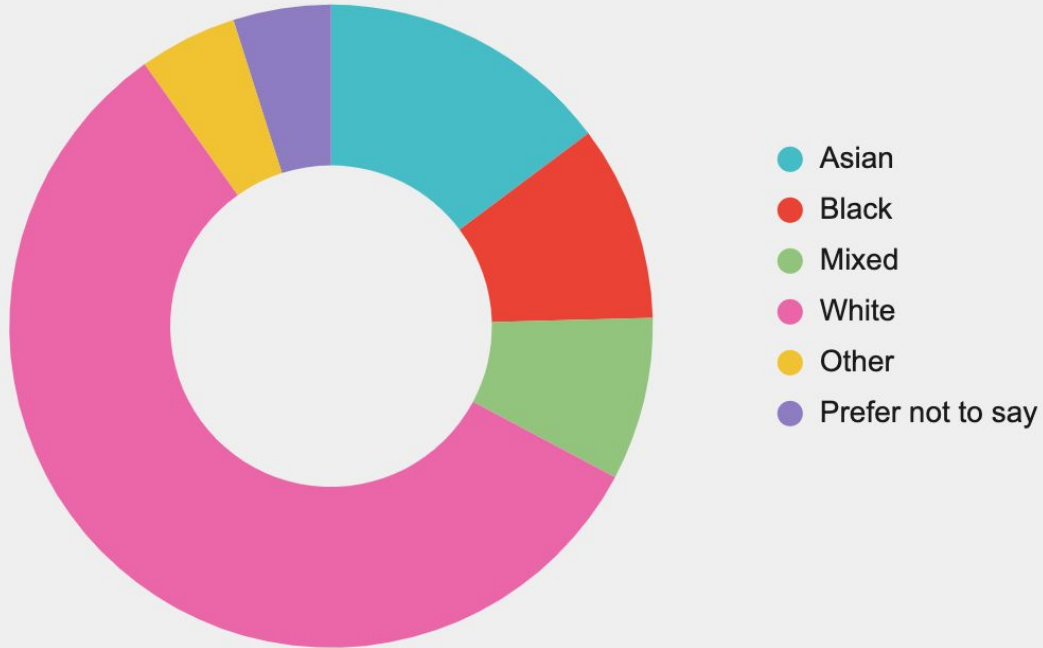
Representation by Age



17% 16-29	56% 30-39
17% 40-49	9% 50-60+
1% Prefer not to say	

Ethnicity

Representation by Ethnicity



14% Asian	10% Black
8% Mixed	58% White
5% Other	5% Prefer not to say

Self reported categories

13%

have a disability or health
condition

26%

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

34%

are parents

39%

are Christians

10%

are Hindu

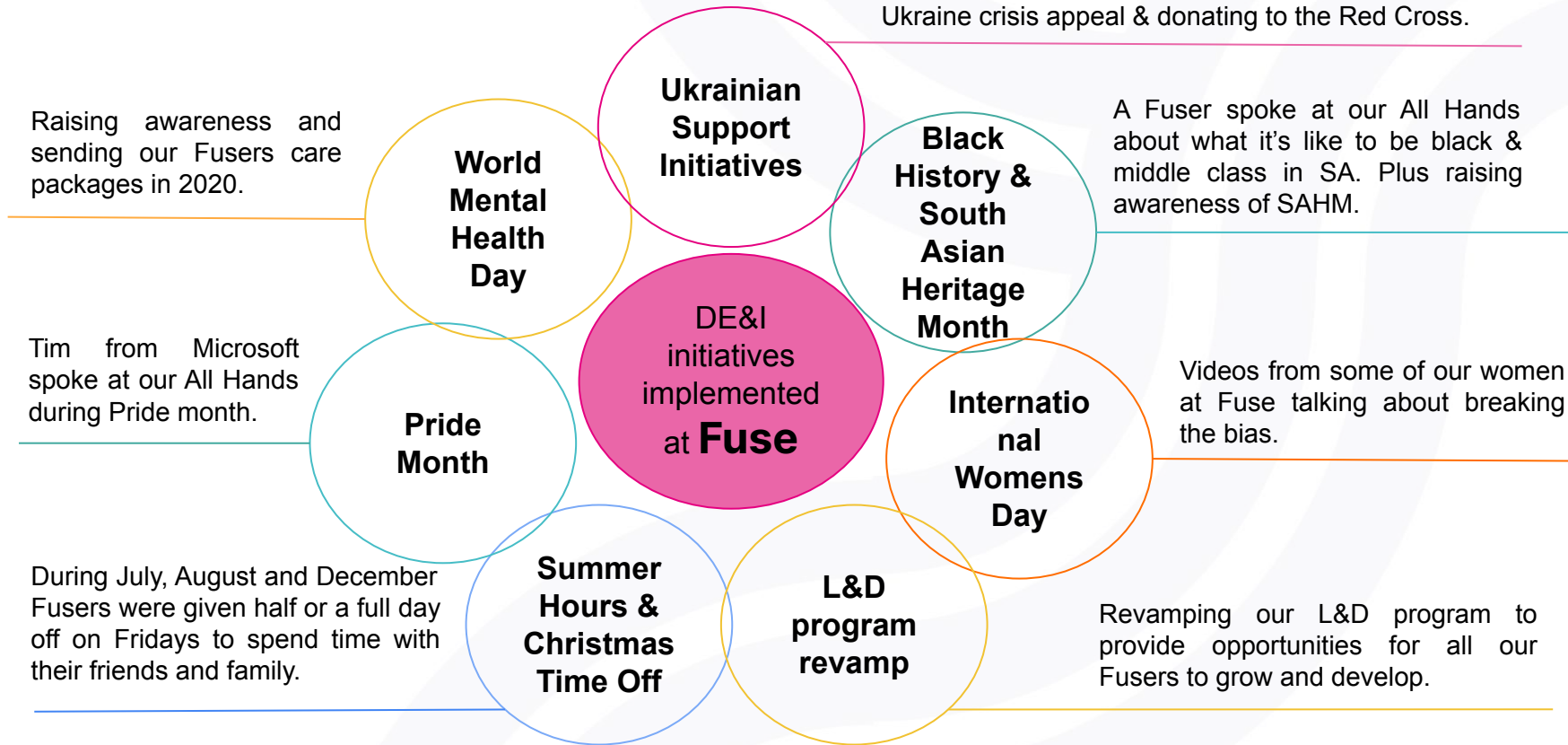
3%

are Bisexual

2%

are Gay

Beyond the data



Fuse Values and DE&I

1. **Collaboration:** All ideas are heard and valued. Collaboration is encouraged at Fuse and this is made simpler through our platform
2. **Openness:** We strive to create a transparent place to work, where we listen to one another and create fairness across the business
3. **Taking Initiative:** If we believe something is wrong, not just with our product, but how we treat one another, then we need to speak up and make that change
4. **Continuous Learning:** We have revamped our L&D program to ensure all employees have the opportunity to grow and develop their skills and potential - “never stop learning”
5. **Respectfully Challenging:** Our clients want us to do something different for them and we can only create something unique by employing a variety of people from diverse backgrounds to make our company innovative and successful

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