



Ethical Practice Policy

Date: 10th October 2020

Review date: 31st October 2024

Our contact details:

Huis Technologies, 42 Cheslea Rd, Southsea, Hampshire, UK, PO5 1NJ

E-mail: support@huistechnologies.com

Introduction

Huis Technologies was founded to address inequalities of access to tech solutions in improving outcomes for children who are living with or have experienced adversity. Huis is committed to this ethical mission and to ethical practice in all aspects of its work.

Purpose

This policy has been created to provide a framework and guidance on the company's approach to achieving and maintaining good business behaviour using sound ethical conduct. It serves to ensure that all employees are aware of their individual and collective responsibilities with regards to the company's ethics, and to emphasise our employees, suppliers, and customers' expectations of being treated fairly and by good business practices.

All employees are responsible for reading this document in its entirety and for ensuring that they comply with all the policy requirements as stated within this document. The purpose of this ethics policy is to maintain a culture of openness, trust and integrity in the company's business practices. Effective ethics is a 'team effort' involving the participation and support of every Huis Technologies employee. Huis Technologies is committed to protecting employees, business partners and suppliers from illegal or damaging actions by individuals, either knowingly, or unknowingly.

Equal Opportunities and Diversity

Huis Technologies understands that everyone is different and has unique qualities to offer. We seek to respect and understand these differences, so we can make the most of everyone's talents, to the benefit of individuals and the business and society at large. To this end, Huis Technologies is committed to the promotion of equal opportunities throughout its business.

Defining Equality, Diversity and Inclusion

Huis Technologies believes that Equality is about creating fairness, where everyone can participate and has the same opportunity to fulfil their potential. We are committed fully to complying with our obligations under the Equality Act (2010) by preventing unfair discrimination, harassment and victimisation; advancing equality of opportunity and fostering good relations between people with a protected characteristic and those with none.

Huis Technologies recognises that diversity acknowledges and values the full range of differences between people both in the workplace and in wider society. Diversity acknowledges that entry into the workplace and an individual realising their potential once there, can be influenced by a range of factors beyond the characteristics included within equality legislation. These include social, economic and educational background, professional background, hierarchical level, working style, nationality etc. Huis Technologies is deeply committed to promoting inclusion in all aspects of its work, and understands that inclusion relates to an individual's experience within both the workplace and in wider society, and the extent to which they feel valued and included.

Social and Economic Benefits

We are committed to collaboration with those working in a wide range of fields in education, youth work, social housing, the care sector and the third sector. As part of this, we strive to be inclusive and respectful in all our communications with those outside of our organisation. We value difference and welcome contributions from those from all walks of life in order to ensure our products meet the needs of diverse communities.

Huis Technologies believes that fully valuing Equality, Diversity and Inclusion benefits our business in the following ways:

- We can engage with and better understand the diversity of our stakeholders and customers, and can build on the experiences and insight of our diverse staff to create and maintain opportunities for both individuals and the company;
- We value everyone's contributions, including people from across society, to make a positive difference to innovation, efficiency and performance
- We believe that creating the right culture, will develop a strong reputation, which will improve our ability to attract and retain the best talent and maintain positive relationships with all stakeholders
- Huis Technologies is committed to a zero-tolerance policy concerning discrimination based on any protected characteristic both internally as an organisation or with any organisation it works with externally.

Anti-Slavery and Human Trafficking

Anti-Slavery and Human Trafficking: The Modern Slavery Act of 2015 requires certain businesses to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking in their supply chains. The disclosures are intended to provide clients with the ability to make better, more informed choices about the company which they support. Huis Technologies is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our operations and that of our supply chain.

Huis Technologies recognises that slavery and human trafficking can occur in many forms. Therefore, throughout this disclosure we use the terms “slavery and human trafficking” to encompass various forms of coerced labour. Huis is committed to upholding human rights. Huis Technologies takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain. The first step in this process is to set clear expectations for our suppliers. We do not tolerate forced, debt bonded, indentured labour practices or human trafficking. Huis Technologies does not allow harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. We expect our suppliers and others to meet these expectations”. Forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used.

We seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations.

Fair Pricing

Huis Technologies has been founded out of a desire for increased access to technological solutions to supporting those who, in turn, support children and young people. As such, we endeavour to price our products fairly and in response to the needs of our clients so that they can best support their own service users.

We will:

- be transparent in all our discussions around pricing
- be proactive in assuring clients of Huis Technologies are transferred on the best possible pricing plan dependent on their needs
- communicate clearly and expediently to queries about pricing
- ensure price rises in response to inflation are communicated sensitively and in good time
- listen to our clients and support those who require support in financing access to our products

We are committed to finding ways of working with even the smallest and newest of organisations despite the budgetary challenges they may face. We recognise that the work done by these organisations can be a lifeline to vulnerable people and we have a moral imperative to help ensure their work can be resourced.