

MODERN SLAVERY ACT TRANSPARENCY STATEMENT – 2024

This statement is made pursuant to section 54(1) of The Modern Slavery Act 2015 (the "Act") and sets out the actions taken during the financial year ending 31st December 2024.

Modern slavery is a criminal offence and a violation of human rights. We are committed to combating all forms of modern slavery, including forced labour, servitude and human trafficking. We will take the necessary steps to ensure that no modern slavery occurs in our day to day business activities or in our supply chain.

Our business

Fibercore is a global leader and supplier of optical fiber products and services and is a UK subsidiary of US based Safety Technology Holdings.

Due diligence

Fibercore acknowledges its responsibility to act ethically and in the interest of the safety of people. We operate effective control systems and checks, ensuring our supply chains are free from modern slavery. We have determined the following areas as a perceived risk:

- Raw materials supplies

We undertake the following to ensure compliance:

- The CEO will sign an annual transparency statement of compliance, confirming that a review of the Company's supply chain has been carried out and the necessary actions to mitigate exposure to modern slavery are effective.
- We operate a due diligence process for all new suppliers before they are added to our new supplier list.
- We will request a transparency statement from all suppliers who meet the criteria and whom we spend in excess of £50,000 with.
- Annual Internal review of our supplier list.

Internal policies

We actively control slavery in our business and supply chains through a number of internal policies, these include;

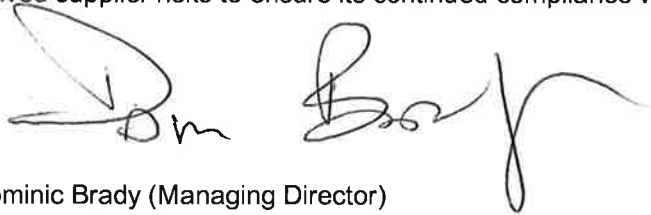
- Recruitment policy
- Whistleblowing policy
- Code of Business Conduct
- New supplier procedures

Recruitment and training

Fibercore's operates a recruitment and training programme to ensure employees are aware of the Company's policies on promoting ethical behavior. All employees at the Fibercore site undergo the necessary checks to verify their right-to-work and the same high standards are expected of our suppliers, partners and contractors.

Effectiveness and review

Fibercore will undertake an annual review and update its approach to managing inherent or perceived supplier risks to ensure its continued compliance with the Act.



Dr Dominic Brady (Managing Director)
Fibercore Limited