



Anti-Slavery and Human Trafficking Policy

1. Introduction

Fibre Support Ltd is committed to the highest standards of ethical conduct and integrity in all our business activities and relationships. We have a zero-tolerance approach to modern slavery and human trafficking, and we are dedicated to ensuring that our supply chains and business operations are free from such practices.

2. Purpose

This policy outlines our commitment to preventing slavery and human trafficking within our business and supply chains. It establishes the responsibilities of our employees, suppliers, and partners in upholding this commitment.

3. Scope

This policy applies to all individuals working for or on behalf of Fibre Support including employees, contractors, suppliers, and business partners at all levels.

4. Our Commitments

- **Compliance with Laws:** We comply with all applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015.
- **Zero Tolerance:** We have a zero-tolerance approach to slavery, forced labour, and human trafficking in any form.
- **Due Diligence:** We conduct due diligence on our supply chains to ensure compliance with our anti-slavery and human trafficking standards.
- **Training and Awareness:** We provide training to our employees on the risks of modern slavery and human trafficking and how to identify and report concerns.
- **Reporting Mechanisms:** We encourage and provide mechanisms for employees and stakeholders to report any suspicions of modern slavery or human trafficking.



- **Continuous Improvement:** We continuously review and improve our policies and practices to combat modern slavery and human trafficking.
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5. Responsibilities

- **Management:** Senior management is responsible for ensuring the implementation and enforcement of this policy.
- **Employees:** All employees are expected to adhere to this policy and report any concerns related to modern slavery or human trafficking.
- **Suppliers and Partners:** We expect our suppliers and business partners to comply with our anti-slavery standards and to take reasonable steps to ensure that no modern slavery or human trafficking occurs within their operations or supply chains.

6. Due Diligence Process

- **Risk Assessment:** We conduct risk assessments to identify and mitigate the risk of modern slavery and human trafficking in our supply chains.
- **Supplier Audits:** We carry out regular audits of our suppliers to ensure compliance with our anti-slavery policy.
- **Contractual Obligations:** We include anti-slavery clauses in our contracts with suppliers and partners, requiring them to comply with our policy and applicable laws.
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7. Reporting and Whistleblowing

- **Reporting:** Any concerns regarding potential or actual instances of modern slavery or human trafficking should be reported to [Designated Contact Person or Department].
- **Whistleblowing Protection:** We ensure that all reports are treated confidentially and that whistleblowers are protected from retaliation.
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8. Monitoring and Review



- **Monitoring:** We regularly monitor our supply chains and business operations to ensure compliance with this policy.
- **Review:** This policy is reviewed annually and updated as necessary to reflect any changes in law or business practices.
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9. Communication

- **Internal Communication:** We communicate this policy to all employees and provide regular training and updates.
- **External Communication:** We make this policy available to the public through our website and include it in our supplier and partner onboarding processes.
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10. Conclusion

Fibre Support is committed to acting ethically and with integrity in all our business dealings. We will not tolerate any form of slavery, forced labour, or human trafficking, and we will take all necessary steps to ensure that our business and supply chains are free from these practices.

Date of Implementation: August 2024

Approved by: Lee Murphy – Managing Director

Contact Information:

For any queries or concerns regarding this policy, please contact: support@fibrenova.co.uk