



# CYBERFORTRESS SLAVERY AND HUMAN TRAFFICKING STATEMENT

**Effective Date:** March 15, 2024

**Last Review:** March 2024

## **Statement:**

---

We are publishing this Slavery and Human Trafficking Statement in response to The United Kingdom Modern Slavery Act of 2015, reflecting our continued commitment and resulting efforts to operate responsibly; including protecting the human rights of all who work directly and indirectly to deliver CyberFortress's products and services.

CyberFortress is committed to continually monitoring and improving our processes and performance to eliminate any possible complicity in human rights violations.

Human rights abuses can take many forms and may include child labor, forced or coerced labor, and sex trafficking. Through this statement we will use the terms "slavery and human trafficking" to encompass all prohibited forms of unlawful labor.

## **Business Overview**

CyberFortress offers backup and disaster recovery products to businesses of all sizes. We deliver our products and services through our employees and third-party data center operators.

CyberFortress operates in multiple geographies including physical operations in the United States, Ireland, Denmark, Norway, Netherlands, Sweden, United Kingdom, Australia and New Zealand. There are no seasonal factors that affect our labor force.

## **Company Awareness and Training**

All CyberFortress employees must abide by our [Code of Conduct and Business Ethics Policy](#), and are required to acknowledge adherence to this policy. This policy addresses our zero tolerance for discrimination or harassment, provides guidelines for ethical procurement and how to report suspected violations.

## **Our Supply Chain and Risk Assessment**

Our supply chain procures a wide variety of products and services on behalf of our business.

To identify risk, we conduct internal risk and materiality assessments as additional scrutiny for risk to include slavery and human trafficking.

Both current and prospective suppliers go through a due diligence process prior to business award or contract renewal. This due diligence requires an evaluation of proposed products, services or suppliers against our policies and procedures.

To manage risk, all suppliers must demonstrate awareness and take measures to drive out any concerns of slavery or human trafficking. All contracts with suppliers, when applicable, contain clauses requiring adherence to global anti-slavery and human trafficking laws.

### **Current Effectiveness**

CyberFortress continuously updates our processes to prevent slavery and human trafficking within our business. We expect our employees and suppliers to be fully compliant with international slavery and human trafficking laws, and make continuous improvements to eliminate slavery and trafficking of any kind.

This statement was reviewed and approved by the CyberFortress Board of Directors, and is reviewed annually.

### **Approval:**

---



---

Steve Priolo, CCEP, CCEP-I  
Chief Ethics and Compliance Officer

March 15, 2024