Statement of Intent

Our commitment to a safe and respectful working environment

Cyberfort is committed to providing a professional, safe, respectful and inclusive working environment for our employees and workers.

Our people work closely with customers, suppliers, partners and other third parties, including at customer or supplier premises, remotely within customer environments, as part of project teams, and through digital and communication platforms.

Preventing harassment is a shared responsibility. We expect our customers, suppliers and partners to maintain appropriate standards of conduct, provide suitable routes for concerns to be escalated, cooperate with Cyberfort where concerns arise, and take appropriate action to prevent recurrence.

Our expectations

Cyberfort will not tolerate harassment, sexual harassment, discrimination, bullying, intimidation, victimisation, threatening behaviour or other conduct that creates an intimidating, hostile, degrading, humiliating or offensive working environment.

These standards apply to all work-related interactions, whether in person, remotely, through digital communications and collaboration platforms, or at work-related meetings, events or activities.

Employees working at customer, supplier or other third-party premises, or working primarily or exclusively with a third party, remain entitled to a safe and respectful working environment. We expect our customers, suppliers and partners to support these standards and take any concerns raised by Cyberfort seriously.

Raising concerns and taking action

Our employees are encouraged to report inappropriate behaviour regardless of who is responsible for it or where it occurs. Reports will be taken seriously and handled sensitively and appropriately.

Where a concern involves a customer, supplier, partner or other third party, we will work with the relevant organisation, where appropriate, to address the matter, protect those involved and prevent recurrence.

Depending on the nature and seriousness of the concern, Cyberfort may:

- raise and escalate the matter with the relevant individual or organisation;
- require alternative contacts or working arrangements;
- restrict an individual's interaction with Cyberfort employees;
- take appropriate measures to protect affected employees; and
- in serious or repeated cases, review, suspend or terminate the relevant engagement or commercial relationship, subject to applicable contractual arrangements.

Working together

We value our relationships with the organisations we work with and ask all our customers, suppliers and partners to support this Statement of Intent and our commitment to a professional, safe and respectful working environment.

Glen Williams

CEO - Cyberfort

Effective date: 30/10/2026