

Welcome to Fibron  
-  
A great place to work

# Welcome to Fibron

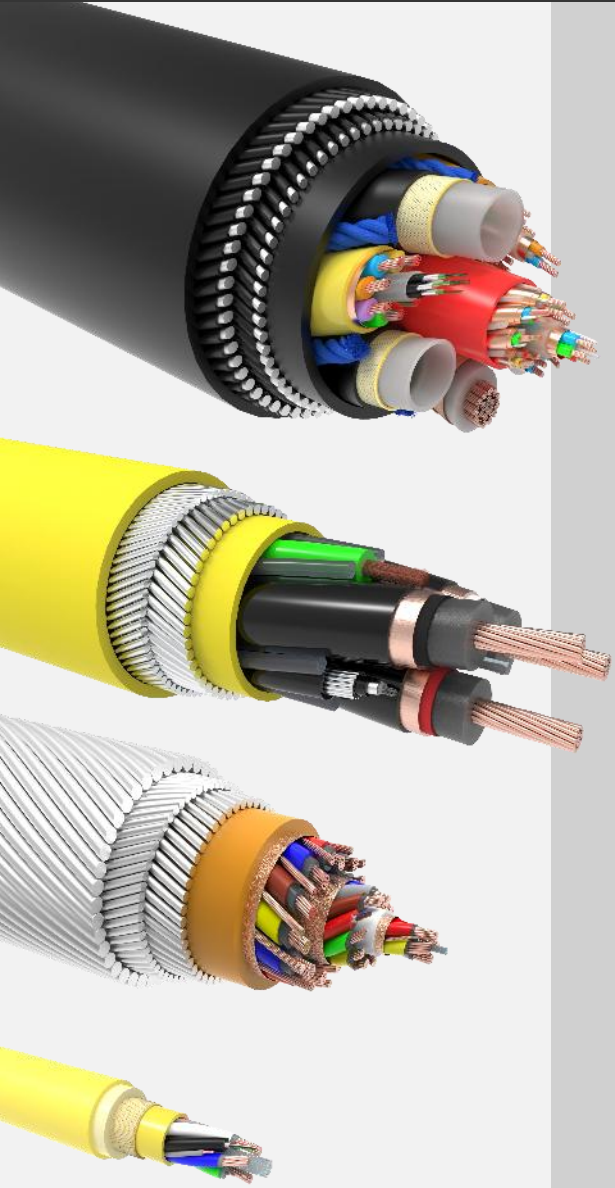


Established in 1986, Fibron has become widely recognised as a leading supplier of umbilicals and cables to some of the most complex and challenging projects across the globe. Our aim is always to offer our customers the most reliable products and the very best customer service. Since 2023 we have been owned by Hexatronic Group, giving us the backing of a large global business, whilst still being able to operate with a high level of independence.

Thank you for considering a career at Fibron. We are a successful business, and we take pride in looking after our employees. I believe in building a diverse team and encourage a culture of open communication, honesty and integrity.

*Phil Ashley, CEO*

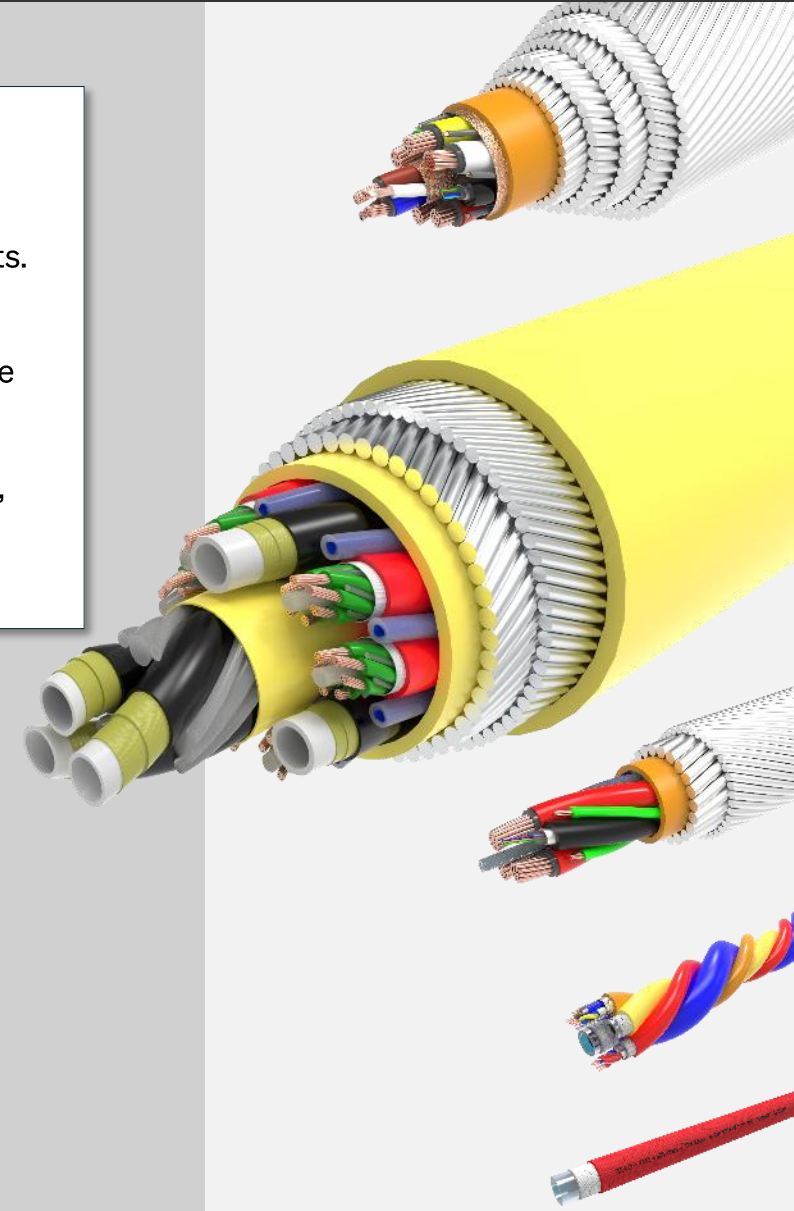
# What we do



Fibron is a leading manufacturer of cables and umbilicals. Most of our products include a unique combination of cables and/or hoses and are designed and manufactured to meet our customers' specific requirements.

If an umbilical requires hoses for air, gas, water, chemicals, pneumatics, hydraulics, or another specialist requirement, the chances are that we'll be able to help.

Our range of cables is equally comprehensive, including cables for power, fibre-optics, data, video and more.



CUSTOMERS CAN SPECIFY  
ALMOST ANY COMBINATION  
OF HOSES, CABLES,  
REINFORCEMENT AND  
PROTECTION

# Any sector

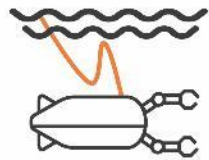
Whilst the majority of our cables and umbilicals have been used for offshore applications (like energy, diving, remotely operated vehicles, seismic and defence), our design and manufacturing expertise can be applied to almost any application, in any sector.

From tethers for aerostats to cables for offshore renewable energy projects and umbilicals for fish farming, if there's a requirement for a bespoke combination of cables and/or hoses, the chances are that the Fibron team will be able to help.

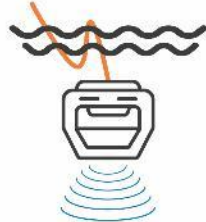
OUR VERSATILE FACTORY ENABLES  
US TO OFFER HIGH-QUALITY  
SOLUTIONS FOR MANY DIFFERENT  
MARKET SECTORS



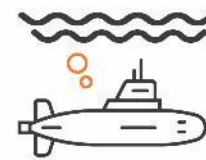
SEISMIC



ROV



DEEP OCEAN RESEARCH



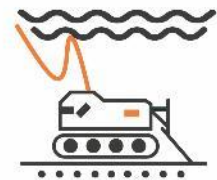
DEFENCE



DIVING



RENEWABLE ENERGY



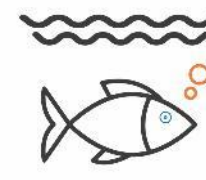
SUBSEA MINING



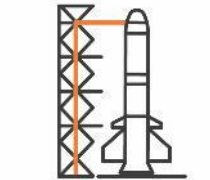
OFFSHORE ENERGY



HULL CLEANING



AQUACULTURE



AEROSPACE



OTHER

# Diverse applications

Our products have many diverse applications – they have been used for charging electric boats offshore and in the construction of the Fehmarnbelt tunnel that will connect Germany and Denmark; we made the original diving umbilicals that featured in the Woody Harrelson movie, Last Breath, and our cables were used in filming the Titanic.

The variety in what we do is essential. It means we are not overly reliant on the success of any single sector. If demand in the diving sector drops, we can usually count on the other sectors to balance things out. The range of products we manufacture also brings more diversity to our daily tasks, offering new challenges and helping keep our work engaging and enjoyable.

FIBRON HAS A PRESENCE IN MORE MARKET SECTORS THAN ANY OF OUR COMPETITORS. THIS DIVERSITY IS ONE OF OUR KEY STRENGTHS.



# Core Values



## Safe

- We always make safety our top priority.
- We make sure safety is always front of mind.
- We believe safety is everyone's responsibility.
- We ensure our equipment is well-maintained.
- We ensure our training is up-to-date.



## Responsible

- We are reliable and deliver on our promises.
- We take pride in our work and always work with integrity.
- We understand our customers and help them to succeed.
- We care for each other and build a strong community at work.
- We take responsibility for our own actions. If mistakes are made, we don't hide the problem – we work together to find a solution.



## Open

- We are attentive, receptive and proactive.
- We value and encourage diversity amongst our people and diversity of opinion.
- We build trusting relationships with our customers, suppliers and colleagues.
- We are not afraid to ask for help, and we do what we can to support one another.
- We foster a healthy working environment where anyone can talk to anyone, and visitors are made to feel welcome.



## Inventive

- We keep an open mind and encourage fresh thinking.
- We encourage and empower all employees to grow and realise their potential.
- We are willing to help, listen and learn.
- We work tirelessly to overcome challenges.
- We are innovative in finding new and better ways of doing things.

In addition to our core values, we continuously strive to be “Easy to do business with”, which is our guiding star. Our leadership team are accessible and approachable, and everyone is encouraged to put forward their own ideas for how to improve what we do and the way that we do it. If things go wrong, we are open about the mistake and we work together to put it right and to learn from the experience.

We pride ourselves on our reputation for offering excellent Customer Service. By communicating openly with our customers and by keeping our promises on delivery times, we build strong relationships and excellent customer loyalty.

Fibron is an equal opportunity employer; we foster an inclusive culture that values and embraces diversity in the workplace.

# Easy to do business with

WE ARE A TEAM. WE OVERCOME  
OBSTACLES TOGETHER AND WE  
SUCCEED TOGETHER. WE KEEP  
OUR PROMISES AND ALWAYS ACT  
WITH INTEGRITY.

# Where do we operate



Whilst we are a part of the Hexatronic Group, we operate largely as an independent company. We have around 140 employees, most of whom are based at our head office and factory in Hoddesdon, just north of London. We also have a small satellite office in Cambridge and some of our team work remotely.

We have customers worldwide and our products have been used in projects in every continent, including Antarctica!

WE ARE A UK BUSINESS WITH  
GLOBAL REACH

# Opportunities

We employ around 140 people across a comprehensive range of functions in the office and factory.

- Manufacturing
- Warehouse and Logistics
- Forklift Operators
- Testing and Terminations
- Engineering and Maintenance
- Product Design and Engineering
- Project Management
- Scheduling
- Supply Chain Management
- Finance
- Marketing
- Sales
- QHSE
- Human Resources

FIBRON IS A SUCCESSFUL,  
GROWING BUSINESS BECAUSE OF  
OUR PEOPLE



WE INVEST IN OUR PEOPLE TO  
HELP THEM BE THE BEST THAT  
THEY CAN BE

**Training and development is encouraged and supported,  
no matter what stage you are at in your career.**

- Access to on-the-job training to build practical skills and deepen role-specific knowledge
- Job-specific qualifications
- Apprenticeship and Degree-apprenticeship schemes
- Access to sponsorship for further education that is directly relevant to your role and future development
- Further career opportunities within the wider Hexatronic Group

**Fibron provide the following employee benefits to all employees:**

- Company pension scheme
- Life assurance
- Private medical insurance
- Access to a portal offering discounts on leisure, shopping and gym, travel and more
- Employee assistance programme
- Bonus scheme
- 25 days holiday plus public holidays (full time equivalent)
- Holiday trading
- Free on-site parking

THE CULTURE AT FIBRON MAKES IT  
A GREAT PLACE TO WORK...

THESE COMPREHENSIVE BENEFITS  
HELP MAKE EVERYONE FEEL  
VALUED

# It's not all about work...

Life at Fibron doesn't have to be all about work. Throughout the year, there are a number of social events that are open to our employees and (sometimes) their families.

The Christmas party and summer BBQ are great opportunities to socialise with colleagues in a more relaxed and informal setting. For the more energetic, there are inter-company football tournaments, and the Tough Mudder has proved popular too. For those who enjoy more relaxed events, there are charity fundraisers and other informal social gatherings outside of work. When the weather gets hot, we might gather for a short ice cream break courtesy of the company.

SOCIAL EVENTS ARE GREAT FOR  
TEAM BUILDING AND ADD AN  
IMPORTANT BALANCE TO OUR  
WORK LIFE



# Meet Sam



I joined Fibron in 2005 at just 18 years old and have now proudly dedicated 20 years to the business.

I began my journey at Fibron as a Drum Wrapper/Packer, a role I thoroughly enjoyed as it introduced me to an industry unlike anything I had experienced before. The innovative and exciting nature of the products immediately captured my interest, and it wasn't long before I knew this was a company where I wanted to build my career. Within my first year, I was promoted to Logistics Supervisor, marking the beginning of a progression through a variety of roles with increasing responsibility and seniority, ultimately leading to my current position as Supply Chain Manager.

Throughout my time at Fibron, I have gained a wealth of industry knowledge, but perhaps more importantly, I have learned the value of investing in people — just as the company invested in me. Understanding what motivates individuals and how to bring out the best in teams has been a key part of my development. I have been proud to play a role in Fibron's growth from a relatively small and lesser-known business into a global market leader within our industry. Having supported the company through multiple site relocations and significant cultural and operational changes, I look forward to continuing my journey here and am excited to see what the future holds for both myself and Fibron.

# Meet Siobhan

My Fibron journey began in 2007 when I joined the company at the age of 17 as a Finance Administrator.

Since then, I have had the opportunity to grow both personally and professionally within the company. Thanks to Fibron's commitment to career development, I was able to attain my AAT qualification while gaining extensive knowledge in accounting. I am now proud to serve as one of the Management Accountants.

Working at Fibron has not only been engaging and rewarding but also enjoyable due to the friendly nature of my colleagues. The atmosphere here feels like a family, which has greatly contributed to my growth and satisfaction as an employee. I truly appreciate the experiences and opportunities provided to me and look forward to further enhancing my skills and contributing to the success of Fibron.



# Meet Iain



I joined Fibron in October 2005 when I was 18 years old, and I'm proud to say I've now been with the business for over 20 years.

I started my journey as Technician in the Test and Termination Department, and within my first year I had the opportunity to train for offshore work. Since then, this role has taken me around the world, allowing me to work in places such as Japan, China, Oman, Dubai, the USA, and many more. I have enjoyed career progression over the years and am now the manager of the department.

Over the past two decades, Fibron has taught me a great deal. It has helped me learn to think on my feet and shown me that every employee brings different skills and strengths that help us meet the needs of our customers.

My time at Fibron has truly been a journey I wouldn't change. Along the way, I've made many great friends, and the company has become like a second family to me.

I'm grateful for the opportunities I've had so far and look forward to what the future holds here at Fibron.

# How to apply

We believe that Fibron is a great place to work. If you like what you see and think you would be a good addition to our team, we'd love to hear from you.

The first step is to visit the jobs page of our website where you will find details of our current vacancies. Follow the instructions on the job details.

<https://fibron.com/jobs>

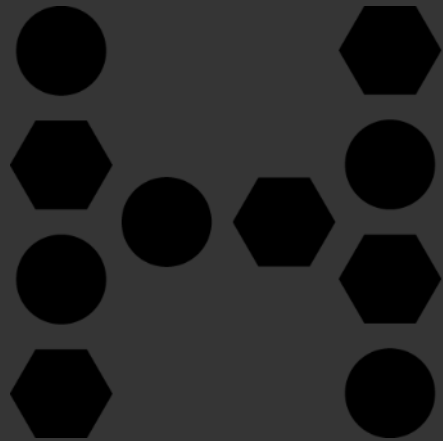
If you can't see a suitable vacancy for you, we'd still like to hear from you, as we are always on the lookout for talented individuals.

Please email your up-to-date CV and covering letter to

[jobs@fibron.com](mailto:jobs@fibron.com)

Remember to tell us the function that you would most like to join and the reasons why you think you'd make a great addition to our team.





# Fibron Cable

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