

Beamglow Corporate Social Responsibility (CSR) Policy

1. Policy Overview & Purpose

Beamglow's Corporate Social Responsibility (CSR) policy sets out our commitment to operating responsibly and sustainably. We recognise that our business is part of a wider system, people, communities, suppliers, customers, and the natural environment. We aim to create shared value by reducing our impact, supporting people, and acting with integrity.

2. What CSR Means to Us

For Beamglow, CSR is about giving back more than we take. It reflects our responsibility to design and produce packaging in ways that protect the planet, uphold human rights, and strengthen communities.

3. Scope

This policy applies to Beamglow Ltd, its subsidiaries, and extends to our supply chain and partners where relevant.

4. Commitments & Policy Areas

Environment

- Reduce carbon emissions and resource use.
- Maintain water consumption at $\leq 4 \text{ m}^3/\text{day}$, significantly below industry norms.
- Design packaging that is recyclable, responsibly sourced, and innovative in reducing waste.
- Manage chemicals safely and adopt environmentally responsible production practices.

People

- Safeguard employee health, safety, and wellbeing.
- Promote diversity, equity, and inclusion at all levels.
- Guarantee equal opportunities and fair labour conditions.
- Respect human rights and never tolerate forced or child labour.

Ethics

- Conduct all business with fairness, honesty, and transparency.
- Respect consumers and ensure product safety.
- Enforce anti-bribery and anti-corruption practices.

Sustainable Procurement

- Aim to partner only with suppliers compliant with FSC, REACH, and other sustainability standards.
- Prioritise suppliers with active carbon reduction and recycling programmes.

- Assess supplier performance regularly and encourage improvement.

5. Actions

- Increase use of FSC-certified board (already 84% in 2024)
- All inks used by Beamglow are EU REACH compliant and PFAS-free, ensuring safe chemistry and reduced environmental impact.
- Deliver annual anti-bribery and diversity training for all employees by Q4 2025
- Run employee engagement initiatives on energy saving and waste reduction by Q2 2026.
- Collaborate with customers on recyclable and mono-material packaging designs.

6. Targets & KPIs

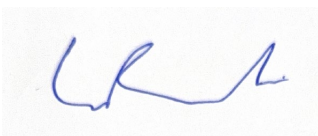
- Carbon: Reduce CO₂e emissions per carton by 30% by 2030 (baseline: 107 g/carton).
- **Water:** Maintain ≤ 4 m³/day (benchmarking below industry norm).
- **Waste:** Achieve <50% Landfill Waste by 2030
- **Materials:** Reach 90% recyclable or mono-material packaging designs by 2030.
- **Suppliers:** Assess 90% of suppliers on sustainability performance by 2030.

7. Results & Reporting

- 2024: Water use averaged 3.9 m³/day, meeting our target of ≤ 4 m³/day.
- 2024: 86% of production waste was recycled or recovered.
- 2024: 84% of fibre-based cartons were produced with FSC-certified board.
- CSR performance reviewed quarterly by the Senior Leadership Team.
- Annual reporting shared with stakeholders and submitted to EcoVadis.
- Verified compliance with ISO 50001 and FSC Chain of Custody audits

8. Governance

CSR oversight sits with the Senior Leadership Team, supported by the Head of Marketing & Sustainability. All managers are accountable for embedding CSR principles into daily operations. Progress is reviewed annually, and findings are communicated internally and externally through our CSR report.



Signed:

Huw Roberts

CEO, Beamglow Ltd

Date: 21/8/2025

01/09/2025