



Beamglow Ltd Ethical Policy Statement

Beamglow Ltd is a responsible organisation, understanding and appreciating its ethical responsibilities in respect of the environment, people, resources, and planet.

Ethical Principles

- **Honesty:** We will not say things that are false; we will never deliberately mislead; we will be as candid as possible, openly and freely sharing information, as appropriate to each relationship.
- **Promise-keeping:** We will keep to our commitments; we will not make promises that we cannot keep and we will not make promises on behalf of the Company unless we have the authority to do so.
- **Fairness:** We will create and follow processes to achieve outcomes that a reasonable person would call just, even handed, and non-arbitrary.
- **Respect for others:** We will be open and direct in our communication and be receptive to influence; we will honour and value the abilities and contributions of others, embracing responsibility and accountability for our actions.
- **Compassion:** We will maintain an awareness of the needs of others and act to meet those needs whenever possible; we will minimise harm wherever possible, and we will act in ways that are consistent with our commitment to social responsibility.
- **Integrity:** We will live up to Beamglow's ethical principles, even when confronted by personal, professional, or social risks, as well as economic pressures.

Anti-Bribery and Corruption

Beamglow Ltd has a **zero-tolerance approach to bribery and corruption**. We comply fully with the **UK Bribery Act 2010** and expect the same of our employees, suppliers, and business partners. This includes prohibiting:

- Bribes, facilitation payments, or kickbacks.
- Improper gifts, hospitality, or payments intended to influence business decisions.

We conduct regular **corruption risk assessments** and implement proportionate controls. This process is reviewed annually and updated as required.

Whistleblowing and Reporting

Beamglow provides a confidential channel for employees and stakeholders to raise concerns about unethical behaviour, misconduct, or breaches of this policy. Reports can be made in confidence to the HR Department at sallyw@beamglow.co.uk. Tel: 01480 465012. No individual will suffer retaliation for raising a genuine concern.

Human Rights and Labour Standards

We respect and uphold **international human rights principles**, as set out in the Human Rights Act 1998 and the Equality Act 2010. We never knowingly contravene any individual's rights and are committed to equality, dignity, fairness, and respect for all, covering age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy, and maternity.

Supply Chain and Third Parties

We expect our **suppliers, contractors, and business partners** to adhere to the same ethical principles and standards. Compliance with our Supplier Code of Conduct is a condition of doing business with Beamglow.

Training and Awareness

All employees are made aware of this Ethical Policy as part of their induction, and periodic refresher training is provided to ensure ongoing awareness of anti-bribery, anti-corruption, and ethical standards.

Signed:

Huw Roberts
CEO, Beamglow Ltd
Date: 21/8/2025

August 2025