



Beamglow Ltd

Labour & Human Rights Statement

Beamglow Ltd is committed to upholding the highest standards of labour and human rights across all areas of our business. We recognise that our people are our most valuable asset, and we are dedicated to creating a safe, fair, and inclusive workplace.

Health & Safety

- We operate a proactive Health & Safety management system in line with UK legal requirements.
- Regular risk assessments and workplace inspections are carried out.
- Employees receive health & safety training at induction and through ongoing updates.
- We are committed to maintaining a safe, healthy, and supportive work environment for all employees.
- KPI (2024): 100% of employees completed mandatory Health & Safety induction training.

Diversity & Inclusion

- We are an equal opportunities employer. Recruitment, promotion, and employment practices are based solely on skills, qualifications, and performance.
- We do not tolerate discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy, or maternity.
- We encourage diversity and inclusion at all levels of the business and are committed to fostering a culture of respect and fairness.
- KPI (2024): 25% of management roles held by women; zero reported cases of discrimination.

Training & Development

- Every employee has access to training and professional development opportunities.
- Average training time is tracked internally to ensure consistency across teams.
- Employees are supported to develop their skills, knowledge, and career growth through structured learning, mentoring, and role-specific development plans.
- KPI (2024): Average of 8 hours of training per employee delivered during the year.

Our Commitment

Beamglow Ltd commits to respecting the rights of all employees and ensuring that our workplace is free from discrimination, harassment, or exploitation. We continually review our policies and practices to ensure alignment with UK law and international labour standards.

Signed:

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