Sustainability Policy

Beacons Business Interiors Ltd (Bbi) aims to create the most efficient, sustainable designed work environments for people. We believe that conducting our operations sustainably is an essential part of that ambition, so we strive to ensure that we consider the social, environmental and economic impact of our actions throughout our decision-making processes.

Our approach to sustainable business is integrated into our operational procedures, and we will actively encourage our people to contribute, whatever their role within the business. This requires new solutions to challenges and innovative thinking to achieve our aims.

This policy sets out the principles behind our approach to sustainability in the form of four key philosophies.

Planet – We will respect today's environment while creating tomorrow's work environments. We seek to do this by:

- improving the design workplace solutions so that we deliver high quality sustainable places to work;
- reducing our impact on the environment, at the design stage and both during construction and post construction, from the use of energy, water, materials, and the creation of waste;
- enhancing the ecology and biodiversity of our projects by protecting existing assets and where required introducing relevant new habitats;

Partners – We will work with a network of local, regional and national partners to deliver our own sustainability ambitions, whilst helping them achieve theirs. We seek to do this by:

- promoting long-term relationships with our partners based upon transparency, honesty and integrity;
- ensuring mutually beneficial long-term relationships with our subcontractors, suppliers and consultants which deliver sustainable solutions;
- engaging with local and national government, supporting their initiatives to deliver their sustainability aspirations;
- listening to our clients so that their views are incorporated into how we design and deliver projects;

People – We aim to attract and retain the best people, providing a positive working environment that encourages them to fulfil their potential. We seek to do this by:

- providing a working environment that is open, honest and fair, allowing every individual to make a difference;
- encouraging and supporting everyone to achieve their best through a focus on continuous development;
- setting high standards for safety at work by ensuring systems are in place to protect the health and wellbeing of our people, partners and customers; and
- promoting healthy lifestyles amongst our people.

Sustainability Policy

Customers – We will understand our customers' needs promoting sustainability every step of the way. We will do this by:

- listening to our customers needs, treating each one with respect and providing the highest standards of service and quality as well as value for money;
- using industry leading expertise and skills to design innovative and sustainable work environments where people aspire to work; and
- help our customers to appreciate the benefits of sustainable workplaces.

This Sustainability Policy has been approved by the Board of Beacons Business Interiors Ltd and will be reviewed annually.

Judith Davies 1st June 2026

Beacons Business Interiors Ltd Managing Director