



# Net Zero Commitment, Carbon Reduction Plan & Social Values Policy

March 2024



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## **ATLAS COPCO GROUP SUSTAINABILITY STATEMENT**

At the vanguard of fostering a transition towards a decarbonised future, BeaconMedaes UK, a subsidiary of the Atlas Copco Group, ardently commits to spearheading the charge for a more sustainable tomorrow. Our pledge to set and achieve rigorous, science-based targets for the reduction of greenhouse gas emissions is not merely a testament to our environmental stewardship but a strategic alignment with the objectives delineated in the Paris Agreement.

The urgent need for accelerated action is underscored by projections indicating a potential surge in average global temperatures of 4–6°C by the century's end. If current emission trajectories persist, it could result in catastrophic climate shifts. This clarion call for urgency drives our resolve to adhere to science-based targets, embedded into every aspect of our business to support the urgent move towards a low-carbon society.

### **The Importance of Using Science-Based Targets**

Science-based targets represent a model of corporate accountability and environmental integrity, built on the urgency of cutting greenhouse gas emissions in line with the thresholds set out by independent climate science. These benchmarks are integral to ensuring corporate emissions trajectories are in line with the Paris Agreement's ambition to mitigate the escalation of global temperatures to well below 2°C above pre-industrial levels, with a more aspirational threshold of not exceeding 1.5°C. The adoption of these ambitious targets at the corporate level not only augments governmental efforts but also manifests BeaconMedaes UK's unwavering commitment to being at the forefront of limiting global temperature rise.

### **Science-Based Targets vs Conventional Emission Reduction Frameworks**

Science-based targets are characterised by their rigorous foundation on the 'carbon budget' concept, setting out the permissible emission limits necessary to stay within the global temperature thresholds established by the Paris Agreement. The Science Based Targets initiative (SBTi) plays a pivotal role in the validation process, ensuring that an organisation's greenhouse gas emission reduction targets are firmly rooted in scientific necessity to halt the dire consequences of unchecked climate change.

### **Atlas Copco Group's Strategic Targets**

BeaconMedaes UK, under the aegis of the Atlas Copco Group, has embraced ambitious science-based targets, with a Group commitment to reduce emissions from direct operations and energy consumption by 46% by the year 2030, relative to a 2019 baseline. At the same time, we aim to cut our value chain emissions — predominantly stemming from the carbon footprint of our products in use — by 28% within the same timeframe. This initiative is typical of our holistic approach to emissions management, encompassing the entire spectrum of our operational and product lifecycle impacts.

### **Formulating and Realising Our Targets**

The starting point for our targets was a meticulous year-long analytical endeavour to quantify our emissions across the value chain, followed by a strategic assessment of emission reduction opportunities. This comprehensive analysis, grounded in current technological capabilities, strategic foresight, and anticipated advancements in decarbonisation and renewable energy adoption, underpins our emission reduction roadmap.

Our proactive engagement with emerging technologies and infrastructure developments, such as the increase in the availability of electric vehicle charging stations and renewable energy sources, is indicative of our commitment to innovation and sustainability.

### **Driving Environmental Stewardship**

Our science-based targets are a benchmark of environmental responsibility and a strategic advantage in the growing low-carbon economy. This strategic orientation towards energy-efficient solutions not only positions us competitively but also mitigates our exposure to regulatory and carbon-pricing risks. The endorsement of our targets by the SBTi enhances the transparency and credibility of our sustainability commitments, fostering trust among stakeholders and reinforcing our leadership in sustainable innovation.

## **Integration into Our Broader Sustainability Strategy**

The establishment of science-based targets is a cornerstone of our overarching sustainability strategy, informing our efforts with a recognised level of climate ambition. These targets serve as a guiding light for our sustainability initiatives, driving innovation and advancing the development of groundbreaking solutions that align with our commitment to environmental stewardship and operational excellence.

## **The Collective Impact of Corporate Science-Based Targets**

The growing adoption of science-based targets across the corporate landscape signifies a collective move towards climate resilience. This momentum amplifies the collective impact on climate mitigation and also fosters a culture of innovation and sustainable practices that are pivotal for achieving the global climate objectives.

Through our commitment to these targets, BeaconMedaes UK exemplifies the transformative potential of corporate action in securing a sustainable future, underscoring our leadership in advancing medical gas sustainability strategies, including the Central Destruction Unit (CDU) from Medclair AB in Sweden, and the Halogenated Drug Recovery unit (HDR) from Class 1 in Canada, which sit alongside Global Strategies such as the 2023 all-staff Sustainability Hackathon, a global, group-wide, staff-led initiative to generate ideas for ways to improve the Group's carbon footprint.

Our dedication to these initiatives is testament to our vision of integrating sustainability with healthcare excellence, contributing to the collective endeavour of achieving a sustainable, low-carbon future.

## **ATLAS COPCO GROUP TARGETS**

At the Atlas Copco Group, we are committed to being part of the solution for a better tomorrow. This means innovating with a long-term perspective to empower our customers to drive society forward. It means minimising the environmental impact from our operations and products. It means making sure our employees are safe and healthy and that our company stays lean and efficient. We also want to live up to the highest ethical standards, with zero tolerance for corruption throughout the value chain.

To deliver lasting value for all stakeholders, we focus on the following areas for sustainability: people, ethics, safety and wellbeing, climate and environment, products and service. We regard these areas, along with profitability and growth, as essential to achieve long-term success.

Fully committed to being part of the solution for a better tomorrow, we have set science-based targets to reduce greenhouse gas emissions in line with the goals of the Paris Agreement. Please see the first two targets within the climate and environment area below.

## **Overview of the Group's Targets**

### **Ethics targets:**

- 100% of employees annually sign the Group's Code of Conduct compliance statement
- 100% of new employees participate in the Group's ethics training within 12 months of joining the company
- 100% of employees participate in the Group's ethics training every other year, starting 2023
- 100% of significant suppliers confirm compliance with the Group's Code of Conduct
- 100% of significant distributors confirm compliance with the Group's Code of Conduct

### **Safety and wellbeing targets:**

- Employees agree that the company takes a genuine interest in their wellbeing. The rating in the employee survey should continuously increase
- A balanced safety pyramid, with more reports of risk observations than near misses, more reports of near misses than minor injuries, and more or equal reports of minor injuries relative to recordable injuries.

## Climate and environment targets:

- To keep the global temperature increase to maximum 1.5°C, -46% in the CO<sub>2</sub>e\* emissions (tonnes) from Scopes 1 & 2 by 2030, compared to the 2019 baseline
- To keep the global temperature increase well below 2°C, -28% in the CO<sub>2</sub>e\* emissions (tonnes) from Scope 3 by 2030, compared to the 2019 baseline
- Continuous increase in the % significant direct suppliers with an approved environmental management system.
- Continuous year-on-year reduction in water consumption in relation to cost of sales
- 100% reused, recycled or recovered waste from internal operations by 2030

## Products and service targets:

- 100% of projects for new and redesigned products have targets for reduced carbon impact
- By 2024, the Atlas Copco Group has a Group-common methodology for assessing the circularity of new or redesigned products

## Note:

Where referenced - \* CO<sub>2</sub> refers to carbon dioxide, and CO<sub>2</sub>e stands for 'carbon dioxide equivalent', which includes CO<sub>2</sub> and other greenhouse gases. An equivalent is a measure of how much a gas contributes to global warming, relative to carbon dioxide.

## ATLAS COPCO GROUP SUSTAINABILITY KPI UPDATE

	Group target	2019 Baseline	2022 Year End Actual	2023 Year End Actual	YR TARGET 2024
<b>WE TAKE A LIFE-CYCLE APPROACH TO INNOVATION</b>					
% Projects for new and redesigned products with targets set for reduced carbon impact	100%	N/A	N/A	N/A	N/A
<b>WE ACT WITH HONESTY AND INTEGRITY</b>					
% Atlas Copco employees who have signed the Group's code of conduct compliance statement annually	100%	98%	99%	100%	100%
% New AC employees that have participated in the Group's ethics training within 12 months of joining the company	100%	94%	97%	100%	100%
% Atlas Copco employees that have participated in the Group's biennial ethics training	100%	91%	95%	100%	100%
% Significant suppliers that have confirmed compliance with the Group's code of conduct	100%	59%	85%	85%	100%
% Significant distributors that have confirmed compliance with the Group's code of conduct	100%	59%	97%	97%	100%
<b>WE LOOK AFTER EACH OTHER'S WELL-BEING</b>					
A balanced safety pyramid (12M) Formula: Risk observation > Near miss > Minor injury ≥ Recordable injury	Yes	Yes	Yes	Yes	Yes
Supporting indicator: Number of recordable injuries per million working hours (12M)	Vision 0	5.2	0	0	0
Level at which Atlas Copco employees agree that the company takes a genuine interest in their well-being	Increase	71	75	75	Increase
<b>WE USE RESOURCES RESPONSIBLY</b>					
Tonnes CO2 emission in Scopes 1 & 2 (energy and vehicles); 12M	Reduce 46% by 2030 (base 2019)	N/A	331.9	418.2	5% Reduction
Tonnes CO2 emission in Scope 3 (Entities: transport and business travel, Divisions: all scope 3); 12M	Reduce 28% by 2030 (base 2019)	N/A	235.1	216.0	5% Reduction
% Reused, recycled or recovered waste from internal operations; 12M	100% by 2030	N/A	100%	100%	5% Reduction
Water consumption (m3) / Cost of sales (Million); 12M	Year-on-year reduction	N/A	45.3	42.4	Reduction
% Significant direct suppliers with an approved Environmental Management System	Continuous increase	35%	42%	41%	Increase

## ATLAS COPCO GROUP SCIENCE-BASED TARGETS SUMMARY

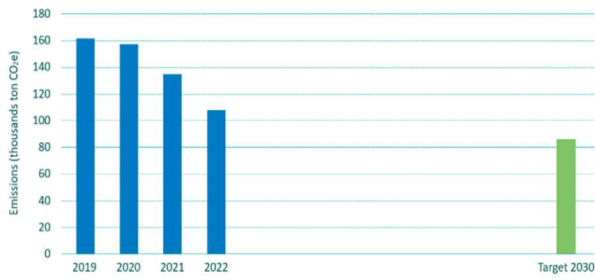
### (BeaconMedaes UK is part of the Atlas Copco Group) Scope 1 and Scope 2



# ATLAS COPCO GROUP SCOPE 1,2 & 3 RESULTS SUMMARY

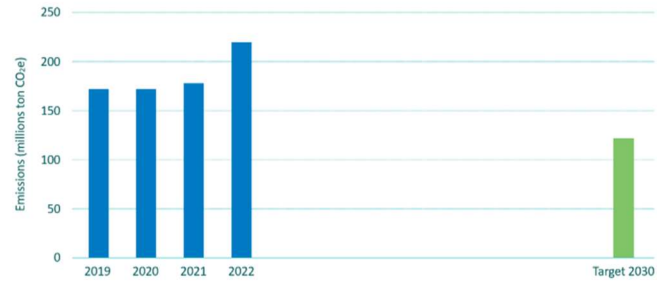
## Significant reductions from our own operations

Scope 1 and 2



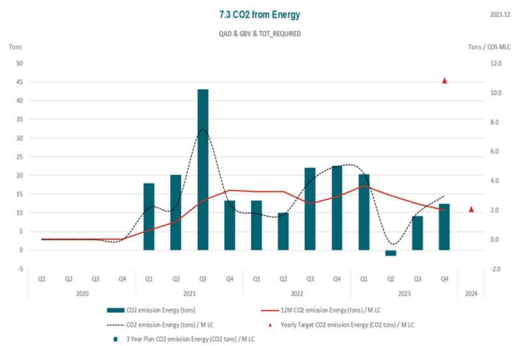
## Increased emissions in our value chain

Scope 3

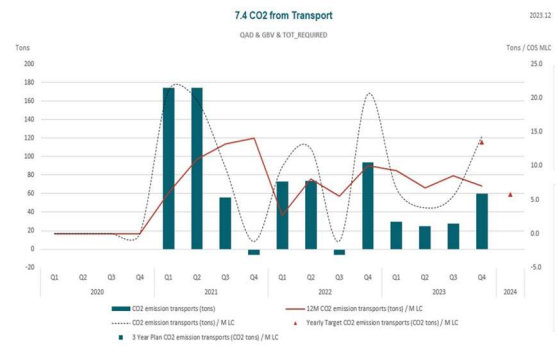


# ATLAS COPCO GROUP ENVIRONMENTAL RESULTS

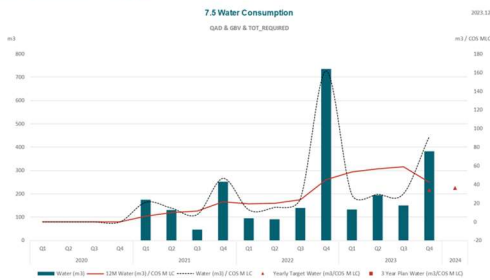
## Environment - Energy



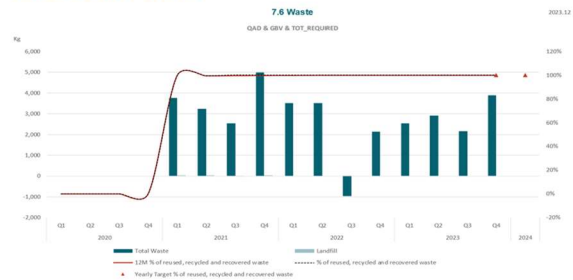
## Environment - Transport



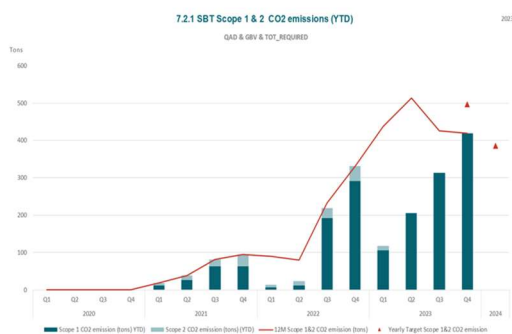
## Environment - Water



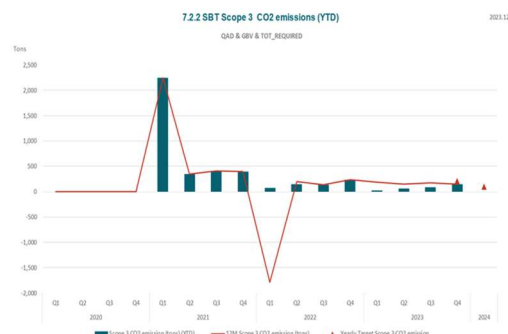
## Environment - Waste



## Environment: Scope 1,2 and 3



## Environment: Scope 1,2 and 3



## **BEACONMEDAES UK CERTIFICATION – ISO IDENTITY CARD**

<b>Standard</b>	<b>Certified / Notified Body</b>	<b>Description</b>	<b>Expiry Date</b>
ISO 9001:2015	LRQA	Quality	31-Dec-2025
ISO 14001:2015	LRQA	Environmental	31-Dec-2025
ISO 45001:2018	LRQA	Health & Safety	31-Dec-2025
ISO 13485:2016	LRQA	Medical Devices Quality Management System <b>(Surveillance Audit Sep-2024)</b>	26-Sep-2026
MDD CE Certification	DNV	Medical Devices Directive (CE) <b>(Surveillance Audit - Technical Files and QMS started 09-Nov-2023, Ongoing)</b>	27-May-2024

## **BEACONMEDAES UK SOCIAL VALUES STATEMENT**

### **BeaconMedaes UK's Commitment to Social Values within the NHS Framework**

At BeaconMedaes UK, a distinguished subsidiary of the Atlas Copco Group, we are profoundly committed to enriching the NHS's mission by embedding social value into the very core of our operations, products, and services. Our dedication goes beyond compliance, rather aiming to pioneer a future where healthcare delivery and environmental stewardship unite in a singular, sustainable vision.

### **Innovative Solutions for Sustainable Healthcare**

Our ethos is anchored in the belief that true innovation lies in solutions that not only advance medical care but also protect our planet for future generations. The Turnkey Sustainability Package is testament to this belief, offering the NHS an unparalleled pathway to achieving its Net-Zero targets. Through pioneering initiatives like the Central Destruction Unit (CDU) from Medclair AB in Sweden, and the Halogenated Drug Recovery unit (HDR) from Class 1 in Canada, we are at the forefront of minimising the environmental impact of medical gases and anaesthetic agents. These technologies epitomise our commitment to reducing carbon footprints, safeguarding patient health, and ensuring the welfare of the communities we serve.

### **Enhancing Community Wellbeing and Economic Prosperity**

Our investment in sustainability is paralleled by our dedication to fostering community wellbeing and economic prosperity through community involvement. We recognise the NHS's role as a cornerstone of the community, and we align our objectives to support local development, employ local talent, and engage with local suppliers wherever possible. Our initiatives contribute to creating a resilient, inclusive economy that mirrors the NHS's values of equality and diversity.

### **Elevating Patient Care Through Excellence**

Patient care is at the heart of everything we do. By providing state-of-the-art medical gas solutions, we ensure that healthcare professionals have access to reliable, efficient, and sustainable resources, enabling them to deliver exceptional care. Our commitment to continuous improvement and innovation ensures the NHS can rely on us for solutions that not only meet today's needs but also anticipate tomorrow's challenges.

## **Collaborative Partnerships for a Healthier Future**

BeaconMedaes UK is dedicated to forging strong, collaborative partnerships with NHS stakeholders. We believe in open dialogue, transparency, and shared goals. Our approach is to work hand-in-hand with NHS teams, understanding their unique challenges, and tailoring our solutions to meet these needs, driving forward a shared vision for a healthier, more sustainable future.

In conclusion, BeaconMedaes UK goes far beyond providing the NHS with products. We are dedicated to offering a partnership built on a shared commitment to social value, innovation, and sustainability. Our vision aligns with the NHS's aspirations to transform healthcare delivery through environmentally responsible practices, thereby ensuring a healthier future for all.

## **BEACONMEDAES UK SOCIAL VALUES**

- **COVID-19:**

### **COVID-19 Recovery and Community Engagement: A Strategic Overview**

In the wake of the COVID-19 pandemic, BeaconMedaes UK has embarked upon a comprehensive strategy aimed at bolstering community support, enhancing employment opportunities, and reinforcing its commitment as a premier supplier to the NHS. Our actions are designed to address the challenges posed by the pandemic, with a keen focus on community engagement, workforce development, and supply chain resilience.

#### **Community and Workforce Development Initiatives**

Understanding the paramount importance of community support and workforce development in the post-COVID era, BeaconMedaes UK has initiated a series of measures aimed at nurturing local talent and providing meaningful career pathways. Our approach includes:

- Implementing work incentives and creating opportunities for local trainees, apprentices, and Year in Industry students, preparing them for technical roles within the NHS
- Maintaining flexible working arrangements, including flexible, remote and hybrid work options where possible, to support staff wellbeing

#### **Enhancing NHS Support and Supply Chain Efficiency**

As a critical supplier to the NHS, we recognised the need to bolster our manufacturing and inventory strategies to ensure prompt and efficient delivery of essential medical gas solutions. Our post-COVID strategies include:

- Increasing our manufacturing capacity and inventory levels to speed up supply chain processes, ensuring rapid response capabilities for NHS needs
- Prioritising local sourcing and UK-based manufacturing to enhance supply chain resilience and support local economies

#### **Health and Wellbeing Initiatives**

Acknowledging the significant impact of COVID-19 on mental and physical health, BeaconMedaes UK has launched several initiatives to mitigate these effects and support the overall wellbeing of our staff, thereby reducing the strain on NHS resources:

- Introduction of a Mental Health First Aider to provide support and resources for staff mental wellbeing
- Implementation of a Cycle to Work Scheme to encourage physical health and reduce environmental impact
- Appointment of an Inclusion Champion to promote diversity and ensure an inclusive workplace
- Provision of free fruit to staff, supporting nutritional health and wellness
- Active support for local and NHS charities, including participation in food bank initiatives and encouraging staff engagement in charitable fundraising, aligned with our global commitment to social responsibility as demonstrated through our support for the Atlas Copco Group Water for All Charity



## **Sustainability and Environmental Stewardship**

In our journey towards environmental sustainability, BeaconMedaes UK has taken decisive steps to minimise our carbon footprint and support NHS sustainability goals:

- Transitioning our vehicle fleet to electric (where possible), hybrid and plug-in hybrid electric vehicles (PHEVs) to reduce emissions and promote cleaner transportation options
- Appointing a dedicated Sustainability and Sustainable Products Sales Manager to drive our initiatives aimed at helping the NHS achieve a safer, more sustainable healthcare system that directly benefits patients

## **Summary**

Throughout the pandemic and beyond, BeaconMedaes UK has stood at the forefront of supporting the NHS, ensuring operational continuity, and advancing healthcare delivery.

Our strategic initiatives in community engagement, workforce development, supply chain enhancement, health and wellbeing, and sustainability underscore our unwavering commitment to being the best possible employer, working closely with our local communities and always maintaining our position as a sustainable and reliable supplier.

Our holistic efforts are designed not only to address the immediate challenges but also to pave the way for a healthier, more resilient future for our staff, the NHS and those affected by COVID-19.

- **Tackling Economic Inequality:**

## **Strategic Overview: BeaconMedaes UK's Commitment to Innovation, Equality, and Sustainability**

BeaconMedaes UK, a distinguished part of the Atlas Copco Group, is leading the charge in delivering cutting-edge technological solutions to the NHS, addressing critical workforce shortages and advancing equality and opportunity across deprived areas. Our strategic initiatives underscore our commitment to being a responsible employer and a pioneering supplier in the healthcare technology sector.

## **Localised Recruitment and Workforce Development**

Our innovative approach to recruitment focuses on hiring local engineers, enabling us to respond effectively to NHS needs while contributing to the reduction of social and economic inequality in various regions. This strategy allows us to recruit talent directly from the communities we serve, rather than relying solely on staff local to our offices, thereby enhancing our workforce diversity and inclusivity.

Where possible, we are very happy to provide work experience placements to Year 11 students, two of whom recently joined us in our marketing and logistics teams. In 2024, we proudly welcomed three trainees and one apprentice, following our successful integration of a Year in Industry student in 2023, who has continued part-time to support their education, with plans for full-time employment upon completion of their studies. These efforts are part of our broader strategy to attract young talent into the business, offering traineeships, apprenticeships, and Year in Industry courses nationwide.

## **Continual Learning and Development**

Our commitment to fostering a learning culture is exemplified by our continual learning program, requiring all staff to engage in at least 40 hours of development annually. This initiative is supported by a comprehensive suite of free online courses, ensuring all employees have equal access to the tools and knowledge necessary for their professional growth and contribution to a healthy working environment.

## **Technological Innovation and Product Development**

At the heart of BeaconMedaes UK's operations is a relentless drive for innovation and the development of sustainable products. The appointment of a Sustainability and Sustainable Products Sales Manager underscores our dedication to

bringing to market technologies that not only mitigate environmental impact but also safeguard the health and safety of clinical staff. Our exclusive technologies, including systems for capturing and processing nitrous oxide and volatile theatre gases, exemplify our commitment to aiding the NHS in achieving its Scope 1 targets.

### **Sustainable Supply Chain and Manufacturing Strategies**

Our supply chain strategy is founded on principles of fairness, equality, and opportunity. Recent initiatives, such as the global transition to a new inventory management system, reflect our commitment to sustainable practices and risk-minimisation. This strategic shift enables more effective stock management, directly benefiting the NHS by ensuring a reliable supply of essential products.

### **Collaboration with Specialist Businesses and Cybersecurity Measures**

BeaconMedaes UK's business strategy includes partnering with smaller, specialist businesses, providing them with access to larger NHS projects and fostering mutual growth. Our robust IT and cybersecurity frameworks ensure the protection of not only our operations but also those of our partners, distributors, and clients. Continuous IT security training and adherence to a strict Code of Conduct for all employees reinforce our commitment to fairness, transparency, and equal treatment within our ecosystem.

### **Recognition and Awards**

The high esteem in which BeaconMedaes UK is held within the healthcare market was further solidified in 2023 when we were honoured with the Institute of Healthcare Engineering and Estate Management (IHEEM) Healthcare Supplier of the Year Award. This accolade is a testament to our unwavering dedication to excellence, innovation, and social responsibility.

### **Summary**

BeaconMedaes UK, as part of the Atlas Copco Group, is uniquely positioned to address the evolving needs of the NHS through our advanced technological offerings, commitment to workforce development, and sustainable business practices.

Our approach not only enhances the NHS's capabilities but also contributes to building a fairer, more equal, and environmentally responsible society. Our strategic endeavours align closely with the values of the NHS, marking us as a key partner in driving forward healthcare innovation and sustainability.

- **Fighting Climate Change:**

### **Sustainability Initiatives and Future Goals**

BeaconMedaes UK, in collaboration with the Atlas Copco Group, is steadfastly committed to advancing our sustainability objectives, guided by science-based targets that reflect our dedication to environmental stewardship and responsible business practices. This section outlines our ambitious plans and the strategic measures we are implementing to address our sustainability targets, particularly focusing on the challenges and opportunities within Scope 3 emissions.

### **Strategic Approach to Scope 3 Emission Reduction**

Recognising the complexities associated with Scope 3 emissions, both BeaconMedaes UK and the NHS are actively engaged in efforts to mitigate these impacts. We have established rigorous policies aimed at reducing the environmental footprint of our extended supply chain, demonstrating our commitment to comprehensive sustainability practices that extend beyond our immediate operations.

### **Global Staff Initiative: The Sustainability Hackathon**

A pivotal element of our sustainability strategy was the launch of The Sustainability Hackathon, a global initiative inviting all Atlas Copco Group staff to contribute ideas towards enhancing our environmental impact. This

programme, conducted both in-person and via Teams, yielded a remarkable array of innovative solutions aimed at improving operational efficiency, adopting more sustainable working practices, and reducing our overall environmental impact. Enthusiastic participation across the group has led to the adoption of several impactful initiatives, underlining our collective commitment to driving sustainable change.

### **Innovative Sustainability Products for the NHS**

Our commitment to supporting the NHS's environmental objectives is exemplified by the introduction of groundbreaking products such as the Central Destruction Unit (CDU) and the Halogenated Drug Recovery unit (HDR). These technologies play a critical role in capturing and processing various medical gases, thereby preventing their release into the atmosphere. This not only aligns with the NHS NetZero policy on anaesthetic gases but also significantly enhances the safety and wellbeing of staff by mitigating the risks associated with nitrous oxide exposure. The effectiveness of these systems in converting captured gases to their natural state before release highlights our proactive approach to environmental protection and staff safety.

### **Sustainability-Driven Operational Practices**

In line with our sustainability goals, BeaconMedaes UK has implemented several operational changes to minimise our environmental impact. This includes transitioning our fleet to hybrid and electric vehicles upon renewal, promoting fewer in-person meetings in favour of online alternatives - a practice that proved effective during the COVID-19 pandemic—and setting specific sustainability targets for each office and department. These collective efforts are instrumental in advancing the Atlas Copco Group's overall sustainability agenda.

### **Summary**

Through these strategic initiatives, BeaconMedaes UK and the Atlas Copco Group are not only working towards meeting our own sustainability targets but are also playing a pivotal role in supporting the NHS's environmental objectives. Our comprehensive approach to sustainability, encompassing everything from supply chain management to innovative product offerings and operational practices, underscores our unwavering commitment to creating a healthier planet and a safer workplace. As we move forward, we remain dedicated to achieving our science-based targets, driving sustainable innovation, and contributing to a more sustainable future for us all.

- **Equal Opportunity:**

### **BeaconMedaes UK's Commitment to Equality and Opportunity: A Pillar of Our Corporate Ethos**

BeaconMedaes UK, part of the Atlas Copco Group, stands as a beacon of equal opportunity employment, embodying a culture that champions diversity, inclusion, and respect across all areas of our operations. Our ethos is summed-up in a straightforward yet profound vision - Atlas Copco Group's Vision and Mission for Equality:

"Our vision at Atlas Copco Group is to be First in Mind—First in Choice® for all stakeholders. Central to this vision is a culture that embraces differences, fostering an environment where open collaboration and inclusion are paramount. Our mission is to cultivate an equal opportunity workplace, ensuring every prospective and current employee feels valued, respected, and appreciated."

This vision and mission guide all our interactions, not only within the Atlas Copco Group family but also in our engagements with the NHS, partner companies, suppliers, and distributors. We maintain a culture of acceptance, celebrating diversity without judgment or discrimination.

### **The Atlas Copco Group Code of Conduct: A Foundation for Fairness**

The Atlas Copco Group Code of Conduct is a testament to our unwavering commitment to equality and respect in the workplace. It outlines our approach to hiring and promotion, emphasising equal opportunities and a zero-tolerance policy towards harassment and discrimination. This code is the bedrock upon which our ethical standards are built, ensuring every team member upholds our values of fairness and integrity.

## Empowering Our Employees

We believe in the potential of our employees to grow and excel. Through a global competence development platform, we provide accessible learning opportunities for all, coupled with transparent feedback and systematic follow-ups on performance and development discussions. Our internal job market promotes mobility, encouraging employees to explore new challenges across different roles, geographies, and cultures, based on the principle that everyone possesses talent that can be further developed.

## Enhancing Diversity and Inclusion

To deepen our commitment to diversity and inclusion, BeaconMedaes UK has appointed a Diversity Champion. This role is crucial in ensuring we meet and exceed the standards set forth in our Code of Conduct, particularly in engaging with minority groups and fostering a workplace that reflects the diversity of the communities we serve.

## Ensuring Equal Access to Opportunities

Within the Atlas Copco Group, every employee has equal access to training, development, and career opportunities, a practice safeguarded by our Code of Conduct. This ensures a level playing field where meritocracy and talent are the only criteria for advancement.

## Proactive Measures and Support Systems

Our approach includes regular internal audits and a dedicated HR team to identify and address potential issues promptly. This infrastructure is designed to ensure that discrimination finds no foothold within our organisation.

## Commitment to Anti-Slavery and Human Trafficking Policies

Reflecting our dedication to ethical business practices, the Atlas Copco Group has published a comprehensive policy on Modern Slavery and Human Trafficking, reaffirming our stance against these injustices and outlining our strategies for maintaining a transparent and responsible supply chain:

<https://www.atlascopco.com/en-uk/about-atlas-copco/sustainability/highest-ethical-standards/code-of-conduct>  
<https://www.atlascopco.com/en-uk/anti-slavery-and-human-trafficking-statement>

## Summary

BeaconMedaes UK, as part of the Atlas Copco Group, is not just committed to being an equal opportunity employer – we go beyond this, dedicated to leading by example, fostering a workplace where diversity is celebrated, opportunities are equitable, and integrity is non-negotiable. Our efforts are continually evolving, driven by a desire to not only meet but exceed the expectations of our employees, partners, and the communities we serve, ensuring a legacy of inclusivity and respect.

- **Wellbeing:**

## BeaconMedaes UK's Commitment to Health, Wellbeing, and Community Integration

At BeaconMedaes UK, part of the Atlas Copco Group, the physical and mental wellbeing of our staff, customers, and the communities we serve are paramount. We are dedicated to fostering a supportive and healthy environment through a series of targeted initiatives aimed at enhancing the overall welfare of our workforce and contributing positively to the communities in which we operate.

## Enhancing Staff Welfare

To prioritise staff welfare, BeaconMedaes UK has implemented a range of measures designed to support both the physical and mental health of our team:

- **Mental Health Support:** Appointment of a trained Mental Health First Aider to provide essential support and guidance, ensuring staff who need help can access it promptly and effectively

- **Nutrition and Hydration:** Provision of free fruit for all staff and promotion of hydration awareness to support physical health and cognitive function
- **Stress Relief:** Organisation of social events aimed at providing staff with opportunities to relax, unwind, and build stronger connections with their colleagues
- **Inclusivity:** Appointment of a UK Inclusion Champion to promote diversity and ensure an inclusive working environment where everyone feels valued and respected

These initiatives reflect our commitment to maintaining a healthy, safe, and supportive workplace, with ongoing audits and reviews of our procedures to safeguard the wellbeing of our staff and customers.

### **Safety and Incident Reporting**

A dedicated QHSE Leader oversees the reporting of all incidents, with a strong emphasis on staff participation in identifying potential hazards and contributing to a safer working environment. Our stringent reporting process for accidents and health and safety incidents is designed to facilitate learning and continuous improvement, with no major accidents or fatalities ever having been reported. This open communication channel to management for discussing any workplace issues underscores our proactive approach to health and safety.

### **Community Engagement and Support**

BeaconMedaes UK actively encourages staff to engage with local communities, particularly in the context of NHS contracts. Our local-based staff model promotes close collaboration with hospitals to identify additional support avenues, reflecting our commitment to community integration and support. Initiatives include:

- **Local Sponsorship:** Engaging in sponsorship agreements with local hospitals, providing support for various community and healthcare initiatives
- **Supporting Local Businesses:** Encouraging staff to patronise small local businesses during site visits, supporting local economies and fostering community ties
- **Environmental Responsibility:** Advancing our commitment to environmental stewardship by utilising hybrid company vehicles and prioritising electric power to minimize pollution in the communities we serve

In addition, when encountering work requirements outside our remit on site, we recommend local businesses for the job, reinforcing our support for local economies and contributing to the creation of strong, integrated communities.

### **Summary**

BeaconMedaes UK's approach to improving health, wellbeing, and community integration is multi-faceted, focusing on direct actions to enhance staff welfare, rigorous safety and incident reporting procedures, and meaningful community engagement strategies.

Our commitment to these areas is integral to our mission, reflecting our dedication to building a healthier, more inclusive, and community-oriented business environment.

### **Conclusion:**

BeaconMedaes UK stands as an ideal candidate for NHS partnerships, distinguished by its robust commitment to social responsibility, sustainability, and healthcare innovation. The company's dedication to enhancing employee and community wellbeing aligns seamlessly with NHS values, underpinned by comprehensive health initiatives, mental health support, and a strong focus on inclusivity, guided by the Atlas Copco Group Code of Conduct.

Further emphasising its suitability, BeaconMedaes UK's commitment to continuous staff training ensures a highly skilled workforce, ready to meet healthcare's evolving demands. The introduction of sustainability-focused products, such as the Central Destruction Unit and the Halogenated Drug Recovery unit, demonstrates a proactive approach to reducing environmental impact, directly supporting the NHS's sustainability goals.

The Atlas Copco Group's strategic efforts towards reducing its carbon footprint, including transitioning to hybrid vehicles and prioritising local sourcing wherever possible, reflect an overarching commitment to sustainability. These initiatives, coupled with the company's drive for ongoing innovation in medical gas technology, position

BeaconMedaes UK as a forward-thinking, responsible partner capable of supporting the NHS in delivering exceptional healthcare within a framework of environmental stewardship and community engagement.

## **BEACONMEDAES UK CHARITABLE WORK STATEMENT**

### **BeaconMedaes UK: Fostering a Culture of Charitable Excellence and Community Support**

At BeaconMedaes UK, we are deeply committed to contributing positively to our communities through strategic charitable engagements and by fostering a culture that encourages our team members to participate in and support charitable initiatives. Our dedication to charitable work is an integral part of our corporate ethos, reflecting our broader commitment to social responsibility and community wellbeing.

#### **Charitable Initiatives and Community Engagement**

We actively collaborate with various charitable organisations, focusing on health, education, and environmental sustainability, to create meaningful change. Our engagement ranges from direct financial contributions to participatory support in events and programs that aim to uplift the communities we serve. These initiatives are carefully chosen to align with our core values and the needs of our community, ensuring that our efforts yield substantial, positive impacts.

#### **Empowering Our Team for Charitable Endeavours**

Recognising the power of collective action, BeaconMedaes UK empowers our employees to engage in charitable activities, providing them with the support and resources needed to make a significant difference. This includes offering paid time off for volunteering, matching employee donations to amplify their charitable impact, and organising company-wide charity events that encourage team participation. We believe that by supporting our employees in their personal charitable pursuits, we not only enhance our corporate social responsibility efforts but also foster a more compassionate, inclusive, and motivated workplace culture.

#### **Partnership with the NHS and Beyond**

Our commitment to charitable work extends to our partnership with the NHS, where we aim to support health initiatives that directly benefit patients and healthcare professionals. This synergy between our charitable activities and our professional services underscores our dedication to holistic community support, aligning with the NHS's values of compassion, respect, and excellence in healthcare.

In conclusion, BeaconMedaes UK is not just a provider of medical gas solutions; we are a committed partner in charitable work, dedicated to making a difference in the communities we serve and encouraging our staff to do the same. Our approach to charitable engagement is a testament to our belief in the power of collective effort to foster a healthier, more sustainable future for all.

## **ATLAS COPCO GROUP AND BEACONMEDAES UK WATER FOR ALL INITIATIVE**

### **Water for All**

Water for All is our main community engagement initiative. Through the dedicated and passionate work of its volunteer workforce, Water for All funds projects that empower people and communities through access to clean drinking water, sanitation and hygiene. Since 1984, the charity has reached millions of people all over the world and operates local Water for All organisations in more than 50 countries.

Water for All is very close to the hearts of our employees. It was founded in Sweden in 1984 by Atlas Copco Group employees, Peter Håkansson and Torgny Rogert, and has continued to spread across the world ever since, promoting the strong belief that clean water is a human right. All employee donations to this cause are doubled by the company. The money is used to support projects that give people in need access to clean drinking water and improved facilities for sanitation and hygiene.

## **Empowering Communities through Clean Water Access**

At BeaconMedaes UK, a proud part of the global Atlas Copco Group, we are deeply committed to making a tangible difference in the world, especially in providing access to one of life's most essential resources: clean water. Our dedication to this cause is vividly manifested through the Water for All charity, an Atlas Copco Group initiative that has been at the forefront of promoting sustainable water solutions in communities in need around the globe.

## **Empowering Staff to Make a Difference**

We believe that the spirit of giving starts from within. To this end, BeaconMedaes UK encourages our staff to contribute to Water for All by donating a portion of their monthly salary to the charity. These contributions reflect our team's commitment to social responsibility and desire to contribute positively to global communities.

## **Doubling the Impact**

Understanding the importance of maximising the impact of charitable contributions, Atlas Copco Group has pledged to double every donation made by our staff. This amplifies the effect of each donation and serves as a powerful incentive for our team members to participate in this life-changing initiative. Through this approach, we are able to double our collective impact, ensuring that more communities have access to clean, safe water.

## **A Legacy of Giving and Sustainability**

The Water for All initiative is more than just a charity; it's a testament to the Atlas Copco Group and BeaconMedaes UK's enduring commitment to sustainability and corporate social responsibility. Our commitment to doubling employee donations is a clear signal of our dedication to this cause, embodying our ethos of caring for both the planet and its people.

By combining our resources, expertise, and the compassion of our staff, we are not just delivering solutions in the realm of medical gases and healthcare; we are also contributing to the creation of a healthier, more sustainable world where access to clean water is not a luxury, but a given.

In conclusion, through the Water for All initiative, BeaconMedaes UK, together with the Atlas Copco Group, exemplifies how corporate entities and their employees can come together to make a significant, positive impact on global water scarcity issues.

## **BEACONMEDAES UK CORPORATE AND PERSONAL CHARITY SUPPORT**

### **Charities Supported**

Water for All	All funds from sale of old laptops donated to Water for All (Recycling)
Ashgate Hospice	Sponsored Walk 2024: staff team – The BeaconMedaes Bunnies – and two other staff walking in this year's event – privately, supported by donations from BeaconMedaes UK to their Just Giving pages One staff member fundraises on behalf of North-East Derbyshire District Council [NEDDC] Contribution to Chairman's Appeal
Macmillan	Annual Macmillan Coffee Morning held at Markham Vale headquarters, with donations matched by BeaconMedaes UK
Freedom Project	Christmas food bank collection at Markham Vale headquarters

## Charitable Donations

- Ashgate Hospice - wing-walk and fire-walk
- Ashgate Hospice - Sparkle Walk
- Alzheimer's Society - Ride London 2023
- Children's Hospice South West - Ride for Precious Life (supplier, Edwards Vacuum)

### NHS:

- Donation to Celebration of 75 Years of NHS Event – Lewisham and Greenwich NHS Trust
- Donation to Staff Recognition Event – South Tyneside and Sunderland NHS Foundation Trust
- Donation to Christmas Staff Recognition Event – Guy's and St. Thomas NHS Foundation Trust

## Company Initiatives

- Establishment of a volunteer Sustainability and Environmental Committee

## Staff Initiatives

- Appointment of a designated and trained Mental Health First Aider
- Free fruit for staff
- Hydration awareness and support
- Social events to de-stress
- Appointment of a UK Inclusion Champion
- Appointment of a dedicated Sustainability and Sustainable Products Team

## Examples of Personal Staff Charitable Work (anonymised)

- Employee 1:

North-East Derbyshire District Council [NEDDC] Chairman's appeal for Ashgate Hospice

Sponsored fire walk for Ashgate Hospice

Wing walk for Ashgate Hospice

Rotary Club Christmas Appeal - Santa

Fundraiser and support of the Royal British Legion

- Employee 2:

RNLI - Bridlington Lifeboat Station

Ashgate Hospice Sparkle Walk

Fundraising coordinator at BeaconMedaes

- Employee 3:

Coach and Treasurer at Grassroots Saturday football team

Ashgate Hospice Sparkle Walk

- Employee 4:

Sponsors a child through Action Aid for 30 years – monthly donation

- Employee 5:

Sponsors a Guide Dog

- Employee 6:

Volunteers with son's cricket team

- Employee 7:

Cycled in Ride London 2023 in support of Alzheimer's Society

- Employee 8:

Chesterfield 10k Aftermath Support Charity

- Employee 9:

Coach of Under 12 and 15 Rugby Team

Self-funded coaching qualifications to enable to volunteer and coach

Coordinated largescale event to Catalan Dragons for his local youth teams

- Employee 10:

Team Manager and Head Coach at Astley & Tyldesley Cycling Club



Barrow Hill Rail Ale Festival to raise funds for the Barrow Hill Roundhouse Museum

- Employee 11:

Junior Mini Kickers community football club

Annual fundraising for British Heart Foundation

Supports Rethink Mental Health Charity

- Employee 12:

Works with local charity to plant trees in local areas

Annual McMillan fundraising events

Supports four animal charities

## **BEACONMEDAES UK SOCIAL VALUES CONCLUSION**

BeaconMedaes UK, as an integral part of the Atlas Copco Group, stands as the epitome of excellence and commitment in aligning sustainability, environmental stewardship, and social value policies with the healthcare sector's evolving needs, making it an unparalleled partner for the NHS.

Moreover, the commitment to embedding social responsibility within our operations, exemplified by initiatives like Water for All from our parent company the Atlas Copco Group, demonstrates our holistic approach to corporate citizenship. By encouraging staff to contribute to meaningful causes, with BeaconMedaes UK/ Atlas Copco Group doubling their donations, we foster a culture of generosity and social awareness that transcends our corporate boundaries, benefiting the wider community and environment.

Our commitment to social value extends beyond environmental sustainability to encompass community engagement, support for charitable causes, and fostering a workplace culture that values and encourages staff participation in these initiatives. This comprehensive approach ensures that our partnership with the NHS is not merely transactional but a collaborative effort towards creating a healthier, more sustainable future for all.

In essence, BeaconMedaes UK's alignment with NHS objectives of sustainability, environmental responsibility, and social value, backed by our innovative solutions and a strong culture of corporate social responsibility, positions us as the ideal partner to support the NHS. Our shared values and commitment to making a tangible difference in the world make us more than just a supplier; we are a partner dedicated to advancing the NHS's mission for a healthier, more sustainable society.

## **BEACONMEDAES UK CLOSING STATEMENT**

BeaconMedaes UK's many strategic initiatives to reduce its carbon footprint and reach science-based targets, alongside unparalleled commitment to social values, set a benchmark in corporate responsibility and environmental stewardship.

Through focused efforts on sustainability, including investment in the development and adoption of eco-friendly products as well as the formation of key partnerships with like-minded suppliers, BeaconMedaes UK demonstrates a clear dedication to minimising environmental impact. At the same time, BeaconMedaes UK's social values, characterised by a deep commitment to community engagement, health, and wellbeing, stand unrivalled in the industry.

Together, these efforts reflect a holistic approach to business that not only prioritises innovation and efficiency but also places a strong emphasis on creating positive social and environmental outcomes. This synergy of values and actions makes BeaconMedaes UK an exemplary partner for organisations like the NHS, seeking to collaborate with suppliers that are not just leaders in their field but also champions of sustainability and social responsibility.



**Susan Walker**

**General Manager**

**BeaconMedaes Ltd**