



beam Good Business Conduct Policy

This Good Business Conduct Policy outlines the expected standards of behaviour and ethical conduct for all members & partners of beam.

Beam is committed to maintaining the highest level of integrity, professionalism, and ethical conduct in all our business activities.

Compliance with Laws and Regulations

All eligible parties must comply with applicable laws, regulations, and industry standards. It is essential to understand and adhere to the legal requirements relevant to your business operations, including but not limited to employment laws, health and safety regulations, data protection laws, and anti-discrimination laws.

Key principles

Good Business Conduct is essential to ensuring everything you do and say meets expected standards.

This code serves as a compass for us to behave and make decisions based on integrity, commitment and transparency.

beam has firm commitment to avoid working with industries that pose ethical or environmental concerns.

We understand that as an association we cannot always control external stakeholder's behaviour however it is our responsibility to ensure any identified issues with members or partners and representatives of beam are dealt with promptly and effectively.

Ethical conduct

- We expect all eligible parties to act with honesty, integrity, and fairness in all business dealings, this includes:
- Avoiding conflicts of interest: Members and Partners must avoid situations where personal interests conflict with the interest of their companies. Any potential conflicts of interest must be disclosed promptly to the appropriate authority.
- Confidentiality: Members and Partners must maintain the confidentiality of sensitive information. Unauthorised disclosure or use of such information is strictly prohibited.
- Fair Competition: Members and Partners are committed to fair competition and will not engage in anti-competitive practices, including price-fixing, bid-rigging, or market manipulation.

Respectful workplaces

Members and Partners should provide safe and inclusive work environment for their employees that promotes respect, dignity and equal opportunities. Discrimination, harassment or any form of disrespectful behaviour based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic is strictly prohibited.



We expect all of our stakeholders to apply the same principals within their own organisations.

Health and safety

All parties should prioritise the health and safety of their employees, clients, suppliers, contractors, and visitors. All individuals must comply with health and safety policies, procedures, and guidelines to ensure a safe working environment. Reporting any hazards, accidents, or near misses promptly is essential.

Environmental responsibility

We are committed to minimizing our environmental impact and promoting sustainable practices. All parties should strive to conserve resources, reduce waste, and support initiatives aimed at environmental protection.

Reporting violations

Anyone who becomes aware of a violation of this policy or any unethical behaviour is encouraged to report it promptly to the beam board who will investigate accordingly, or the designated authority. Whistle-blower protection will be provided to those who report in good faith.

Continuous improvement

This code will be reviewed periodically to ensure its effectiveness and compliance with changing laws and regulations. Any updates or revisions will be communicated to all relevant stakeholders, and contribute to the long-term success of not just beam but our industry as a whole.

Compliance and reporting

Failure to comply with this Good Business Conduct Code may result in action being taken up to and including termination of membership. Serious violations may also lead to legal consequences.