

# Community Engagement and Development Policy

## 1. Purpose

This policy outlines Beamonics' commitment to community engagement and development, ensuring compliance with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD). Our goal is to foster positive relationships with our stakeholders, invest in community development, and assess the impact of our activities on the communities where we operate.

## 2. Scope

This policy applies to all Beamonics operations, employees, and business partners. It encompasses all activities related to community engagement, community investment, stakeholder dialogue, and impact assessments.

## 3. Community Investment

### 3.1 Objectives

Beamonics aims to contribute to the social and economic development of the communities in which we operate. Our community investment efforts focus on:

- Education and skills development
- Health and wellbeing
- Environmental sustainability
- Economic empowerment

### 3.2 Approach

- **Education and Skills Development:** We support educational programs and initiatives that enhance skills and knowledge in local communities.
- **Health and Wellbeing:** We invest in health programs and facilities to improve the overall wellbeing of community members.

- **Environmental Sustainability:** We fund projects that promote environmental conservation and sustainable practices.
- **Economic Empowerment:** We provide resources and support to small businesses and entrepreneurs to foster economic growth.

## 4. Stakeholder Dialogue

### 4.1 Objectives

Effective stakeholder dialogue is essential for understanding community needs and expectations, fostering trust, and building long-term relationships. Our objectives include:

- Ensuring transparency and accountability
- Gathering feedback to inform decision-making
- Enhancing mutual understanding and collaboration

### 4.2 Approach

- **Engagement Channels:** We use a variety of channels to engage with stakeholders, including public meetings, surveys, focus groups, and social media.
- **Regular Communication:** We maintain ongoing communication with stakeholders to provide updates on our activities and receive feedback.
- **Collaborative Initiatives:** We work with local organizations and community leaders to identify and address community needs.

## 5. Impact Assessments

### 5.1 Objectives

Assessing the impact of our operations on communities is crucial for minimizing negative effects and maximizing positive contributions. Our objectives include:

- Identifying and mitigating adverse impacts
- Enhancing positive outcomes
- Ensuring compliance with ESRS and CSRD requirements

## 5.2 Approach

- **Baseline Assessments:** We conduct initial assessments to establish a baseline understanding of community conditions before starting new projects.
- **Ongoing Monitoring:** We regularly monitor the impact of our operations and community investment initiatives.
- **Evaluation and Reporting:** We evaluate the effectiveness of our community engagement and development efforts and report findings to stakeholders.

## 6. Governance and Accountability

### 6.1 Roles and Responsibilities

- **Executive Management:** Provides strategic direction and oversight for community engagement and development activities.
- **Community Engagement Team:** Implements and manages community investment, stakeholder dialogue, and impact assessment processes.
- **Employees:** Participate in community engagement activities and uphold Beamonics' commitment to community development.

### 6.2 Reporting and Transparency

We are committed to transparency in our community engagement efforts. We will:

- Publish annual reports detailing our community investment, stakeholder dialogue activities, and impact assessments.
- Ensure that all reports are accessible to stakeholders and provide clear, accurate information about our efforts and outcomes.

## 7. Continuous Improvement

Beamonics is dedicated to continually improving our community engagement and development practices. We will:

- Regularly review and update this policy to reflect new insights, stakeholder feedback, and changes in regulatory requirements.
- Invest in training and development for our employees to enhance their skills in community engagement.

## 8. Compliance with ESRS and CSRD

This policy is designed to comply with the requirements of the ESRS and CSRD. We will ensure that our community engagement and development activities are aligned with these standards, including:

- Comprehensive disclosure of our community investment and engagement efforts.
- Transparent reporting on the outcomes and impacts of our activities.
- Adherence to best practices in stakeholder dialogue and impact assessment.

## 9. Conclusion

Beamonics is committed to fostering strong, positive relationships with the communities in which we operate. Through targeted community investment, effective stakeholder dialogue, and rigorous impact assessments, we aim to contribute to the sustainable development of these communities and ensure compliance with ESRS and CSRD requirements.

This policy will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness.