



People First Policy

Beacon's values lead us to put people first in working with all stakeholders. We are committed to fostering a strong culture with a deep respect for human rights for all individuals. We acknowledge the basic freedoms inherent to all people, including access to clean water. We recognize our ability to impact the human rights of our employees, as well as workers throughout our supply chain and the people in the communities in which we operate. Our commitment to protect and promote human rights is informed not only by our own values but also by industry best practices and certain principles described in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Beacon will comply with all employment laws and regulations, in every country and jurisdiction in which we operate, including labor laws that govern an employees' freedom of association and the right to collectively bargain. We expect individuals at all levels of our Company to adhere to our [Code of Ethics and Business Conduct](#); and our suppliers and vendors to follow our [Supplier Code of Conduct](#).

We encourage anyone, our employees, and external stakeholders, to report concerns regarding a possible violation of this policy, our Code of Ethics and Business Conduct, or Supplier Code of Conduct to a supervisor, human resources manager, Internal Audit Department or to the Beacon Hotline at 1-866-574-1199 or www.openboard.info/becon/index.cfm. Actions prohibited by our policies involving directors or executive officers may be reported either directly to the Chair of the Audit Committee or to the Beacon Hotline.

We review and address concerns, as appropriate, through a comprehensive internal process. Beacon does not tolerate any form of retaliation against anyone who makes a good faith report of known or suspected acts of misconduct or other violations of Company policies or the law.

Implementation and Oversight

We require all employees to complete annual training on the prevention of workplace harassment and discrimination and our Code of Ethics and Business Conduct. We are committed to diversity, equity, and inclusion and provide additional training in our leadership and management meetings. Further, we encourage our employees to complete additional training on unconscious bias and fostering a safe and positive work culture.

Our Board of Directors has overall oversight of risk, including policies and initiatives related to corporate social responsibility, which encompasses human rights and ethical business practices.

Diversity and Inclusion

We value and foster the diversity and inclusion of the people with whom we work, and we believe that everyone should have access to the same rights and opportunities, including historically underrepresented groups and women. We base employment decisions on merit, qualifications, experience, skills, and achievements.

Beacon's cross-functional Diversity, Equity & Inclusion Council comprised of volunteer employees pledges to lead, inspire, and empower all employees to believe in and respect the dignity of all human beings. Beacon is committed to providing equal employment opportunity for all employees regardless of race, color, national origin or ancestry, citizenship status, religion, age, sex, pregnancy (including lactation, childbirth, or related medical conditions), physical or mental disability, veteran status, uniformed service-member status, genetic information (including testing and characteristics), sexual orientation, gender identity, or any other characteristic protected by federal, state, or local law.

Child, Forced Labor, and Human Trafficking

Beacon prohibits all forms of child or forced labor, slavery, or human trafficking in any of its operations and facilities. We do not tolerate the exploitation of children or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We are committed to meeting or exceeding local, state, and national laws regarding minimum employee age.

Compensation and Benefits

Beacon pays wages that meet or exceed the legally required wage rates or, where no wage law exists, the local industry standard. We provide employees with training opportunities to improve their capabilities and advance their careers. Beacon's benefits and compensation programs meet or exceed applicable industry practices and local, state, and national laws regarding working hours and vacation and leave policies.

Occupational Health & Safety

Beacon is committed to providing a safe environment for our employees and engaging employees and others in addressing workplace hazards and risky behaviors before they occur. Beacon uses training, monitoring, and goal setting to advance our objective of being an injury free workplace. Employees are expected to meet or exceed regulatory compliance and to constantly incorporate safety training into their daily work routines to remain on the Beacon team.

Environment

Respecting and protecting the environment is important to us. Beacon conducts operations in compliance with applicable laws and regulations while seeking to minimize energy use, emissions, the fleet's carbon footprint, and landfilling through employee training and engagement, as well as well-developed partnerships with suppliers and customers. Employees at all levels are required to comply with Beacon's procedures and all relevant local, state, and federal environmental laws and regulations.

Suppliers and Contractors

We acknowledge our responsibility to collaborate with vendors who share our values, thus our suppliers are expected to respect internationally recognized human rights standards. This policy operates in conjunction with our commitment to safety as our top operating priority, our regulatory compliance program, our Supplier Code of Conduct, and our endorsement of and commitment to these documents.