

# Reveal Media Limited 2024



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# 1 Introduction

This report covers Reveal Media Limited and its subsidiaries, namely:

- *Reveal Media GmbH*
- *Reveal Media USA Inc.*
- *Reveal Media Hong Kong Limited*

Enhancing ESG performance is a moral imperative and of strategic importance for long-term competitiveness and resilience. By embracing environmental stewardship, fostering social impact, upholding governance excellence, and integrating ESG principles into all facets of our operations, we can create shared value for stakeholders, whilst driving sustainable growth and contributing to a more prosperous and resilient future.

Reveal is committed to contributing to the overall ESG Objectives that align with the business to aid environmental and community improvement.

# 2 Company Overview

We specialise in Body-Worn Camera systems that capture evidence from a first-person perspective. Independent research has shown this technology can reduce crime, protect staff from abuse, and lower associated costs.

With our roots in Europe, we've grown to support police forces, local authorities, retailers, and private organisations in over 40 countries. We're proud to help lead the adoption of body-worn video in new settings where we see real potential to create safer, fairer environments.

Our values were shaped collaboratively with our team and are central to how we operate every day. They guide not only how we work internally, but also how we design sustainable products, serve our customers, and contribute to the wider world:

- **Innovation - pushing boundaries to meet real-world needs**  
*Innovation at Reveal is about exploring new frontiers and applying body-worn camera technology in transformative ways. It's our commitment to continuous experimentation and creative problem-solving that pushes the boundaries of how body-worn video can boost safety and enhance operational effectiveness. Our dedication to innovation ensures that we not only meet, but exceed the evolving needs of our customers, providing advanced, reliable, and impactful tools that make a real difference.*
- **Positivity - maintaining a constructive, resilient mindset**  
*Positive mindset drives everything we do, from how we work together to how we support our customers. We believe in progress, openness, and tackling challenges with confidence. That energy fuels better outcomes - for our team, our partners, and the communities we serve.*
- **Service - going the extra mile for those who rely on us**  
*Great technology is only part of the story. At Reveal, service means being there when you need us; ready to listen, solve problems, and support you throughout your journey. We work closely with our customers to understand their challenges and deliver solutions that make a real difference.*
- **Excellence - aiming high in everything we do**  
*We don't just aim for excellence - we build everything on it. From the rugged design of our cameras to the performance of our software, we focus on quality at every stage. Every detail is tested, refined, and crafted to deliver reliable tools you can trust in the moments that matter.*
- **Sustainability - embedding eco-conscious decisions into our strategy**  
*Sustainability is built into our product development process. We look for every opportunity—big or small—to reduce environmental impact, from lighter-weight packaging to more efficient components. These incremental changes add up, helping us move toward a greener future without compromising on performance.*

*We're committed to creating smarter, longer-lasting solutions. We're on a journey to reduce waste and use more sustainable materials across our hardware and packaging. Sustainability isn't an afterthought for us - it's part of how we design, build, and improve.*

- **Kindness - to ourselves, our colleagues, and our communities**

*We're committed to creating a workplace where people feel safe, supported, and genuinely valued. We've trained mental health first aiders, promote open conversations, and foster a culture where checking in on each other is simply part of how we work. For our team to truly support our customers, they need to feel supported themselves. Like the old saying goes: put on your own oxygen mask before helping others with theirs.*

### 3 Our Approach to data collection for Green House Gas (GHG) Inventory

We want to gather and record our energy consumption and carbon emissions for all our geographical locations.

- We gathered data for Scope 1 and 2 for each entity, and we also collected limited data for Scope 3 upstream and downstream activities. We will look to expand our data collection and consider collecting and reporting data in accordance with the Green House Gas Protocol in future years.
- **Scope 1** – Direct – Company Facilities and Company Vehicles
- **Scope 2** – Indirect – Purchased Energy, purchased heating and cooling and Purchased steam
- **Scope 3** activities that were considered for our Carbon Footprint data set include:
  - Production of components specific to our products
  - Production of generic components used in our products
  - Transportation of components to the manufacturing facility
  - Transportation and logistics of products from the manufacturing facility to Reveal storage/distribution locations
  - Transportation and logistics of products to customers
  - Employee Commuting
  - Employees' travel whilst carrying out duties including air and road mileage.
  - The output of measurements is outlined in Section 4, Environmental Performance

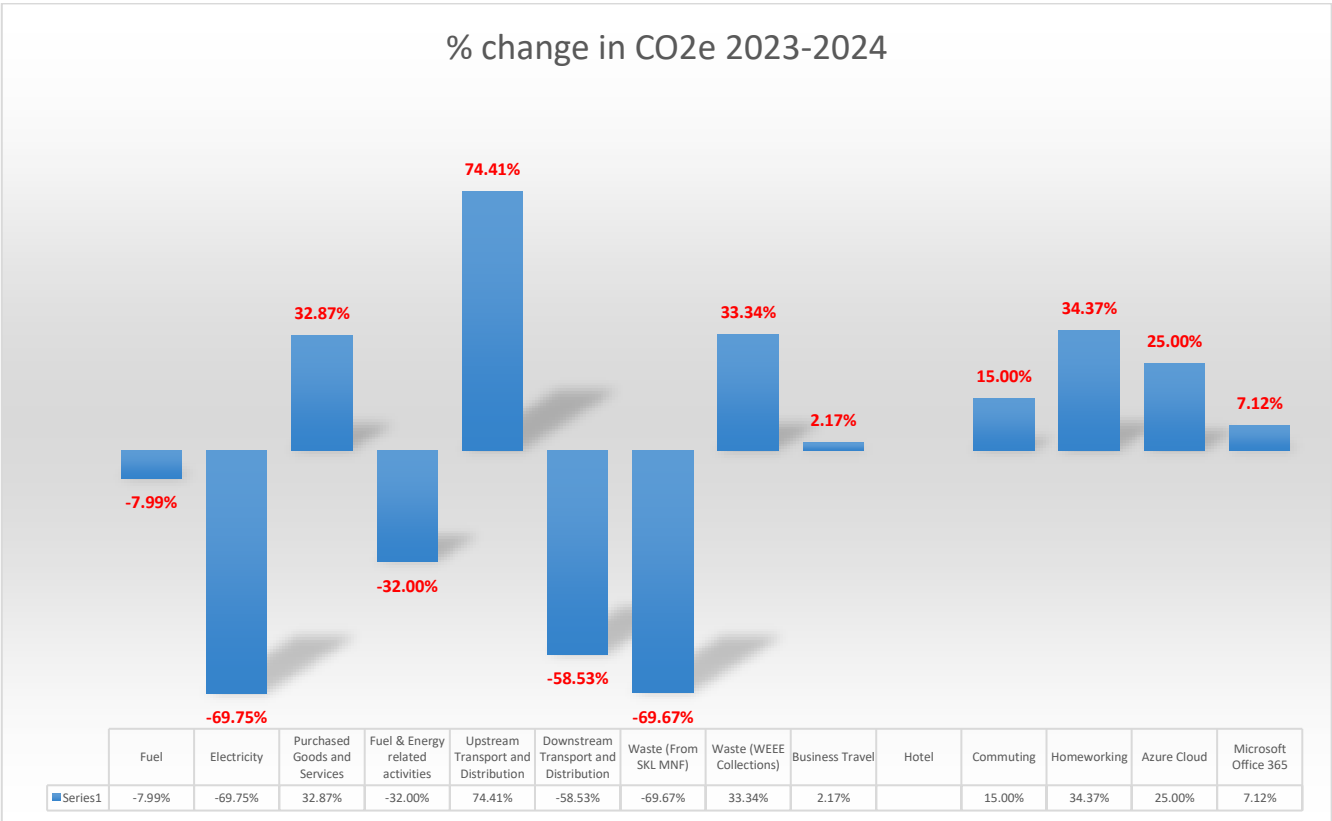
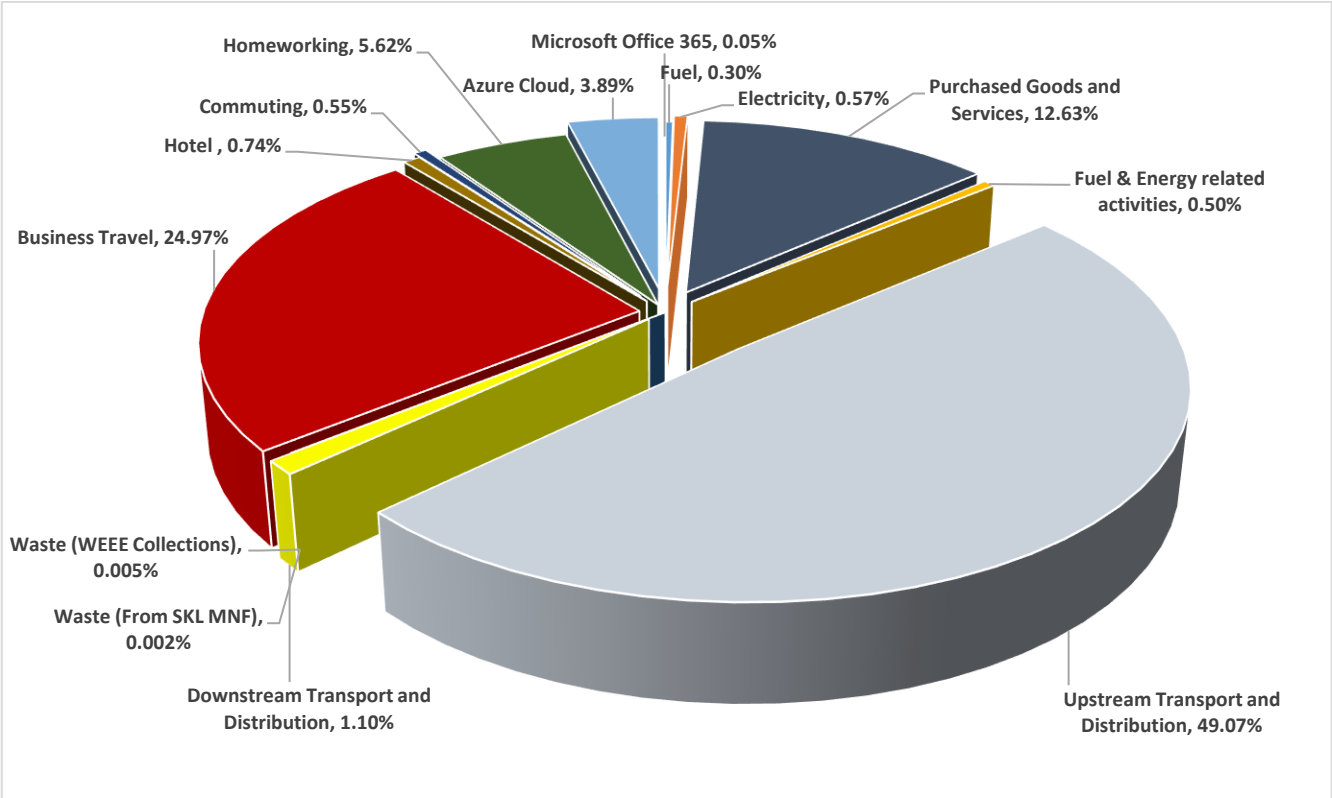
## 4 Environmental Performance

### 4.1 Carbon Footprint and Energy Consumption 2022 / 2023 / 2024

		2022			2023			2024			Increase/Decrease
Scope	Activity/Type	Consumption kWh (Fuel and Electricity only)	Emissions (tCO2e)	% of Emissions	Consumption kWh (Fuel and Electricity only)	Emissions (tCO2e)	% of Emissions	Consumption kWh (Fuel and Electricity only)	Emissions (tCO2e)	% of Emissions	% change from 23-24
1	Fuel	11,720	<b>2.1</b>	0.5%	9,923	<b>1.81</b>	0.42%	9,136 5,757 * 100% renewable energy	1.6710 -	0.30%	-7.99%
2	Electricity	76,235	<b>16.1</b>	3.7%	55,972	<b>10.35</b>	2.40%	9,147 33,231.49 * 100% renewable energy	3.1314 -	0.57%	-69.75%
Scope	Activity/Type	Emissions (tCO2e)		% of Emissions	Emissions (tCO2e)		% of Emissions	Emissions (tCO2e)		% of Emissions	% change from 23-24
3	Purchased Goods & Services*	<b>66.8</b>		15.3%	<b>52.41</b>		12.15%	<b>69.6</b>		12.63%	+32.87%
<b>3</b>	<b>Capital Goods</b>	<i>Not Included</i>			<i>Not Included</i>						
3	Fuel & Energy Related Activities	<b>6.0</b>		1.4%	<b>4.05</b>		0.94%	<b>2.0</b>		0.50%	-32.00%

		2022		2023		2024		Increase/Decrease
Scope	Activity/Type	Emissions (tCO2e)	% of Emissions	% change from 23-24	% of Emissions	Emissions (tCO2e)	% of Emissions	% change from 23-24
3	Upstream Transport & Distribution	<b>265.5</b>	60.7%	<b>155.1</b>	35.97%	<b>270.55</b>	49.07%	+74.41%
3	Waste (from MNFs)	<i>Not Included</i>		<b>0.086</b>	0.02%	<b>0.0262</b>	0.005%	-69.67%
3	Waste from WEEE			<b>0.008</b>	0.0019%	<b>0.0107</b>	0.002%	+33.34%
3	Business Travel + hotels	<b>71.1</b>	16.3%	<b>122.7</b>	34.69%	<b>141.74</b>	25.71%	+2.17%
3	Employee Commuting	<b>2.9</b>	0.7%	<b>2.63</b>	0.61%	<b>3.02</b>	0.55%	+15%
3	Downstream Transport & Distribution*	<b>7.0</b>	1.6	<b>14.68</b>	3.40%	<b>6.087</b>	1.10%	-58.53%
3	Homeworking	<i>Not yet Included</i>		<b>23.07</b>	5.35%	<b>31</b>	5.62%	+34.37%
3	Azure Cloud Storage	<i>Not yet Included</i>		<b>17.16</b>	3.98%	<b>21.45</b>	3.89%	+25%
3	Microsoft Office 365	<i>Not yet Included</i>		<b>0.26</b>	0.06%	<b>0.286</b>	0.05%	+7.12%
Reveal's total emissions		<b>437.5</b>	100%	<b>431.3</b>	100%	<b>551.38</b>	<b>100%</b>	<b>+32.414%</b>

4.2 CO2e Emissions 2024 - Graphs



\* 2023 data collection aimed to reduce the estimations, and raw data was sought from logistics providers to enable a more comprehensive set of numbers. Some estimations still exist for the collection of employee commuting data. Additional data collection sets were included for activities deemed material, for example, homeworking and Azure Cloud storage emissions

\* 2024 data collection methodology was continued from 2023 data collection with the same data sets

\* 2025 data collection methodology was continued from 2024 data collection with the same data sets to allow year on year comparison

References for Energy consumption and carbon footprint calculations:

CO2e Emissions job detail provided by Logistics Partner for freight

CO2e Emissions data provided by Corporate Travel Partner

Microsoft Azure and Office 365 data provided by Microsoft Emissions Dashboards

IEA: International Energy Agency - Emissions Factors 2022 - Annual GHG emission factors for World countries from electricity and heat generation

BEIS 2024: UK Government Department for Business, Energy, and Industrial Strategy - GHG Conversion Factors for Company Reporting - Greenhouse gas reporting: conversion factors 2024

### 4.3 Carbon Reduction Targets and Progress

<b>7 year (2030) Absolute (Scope 1&amp;2) Reduction Targets</b>	2023 baseline FUEL (Scope 1)	Total Scope 1 reduction target tCO2e by 2030	Target Reduction %		
	1.8161	1	44.937%	→	Fuel Scope 1 (2024)
	2023 baseline ELECTRICITY (Scope 2)	Total Scope 2 target 2030 tCO2e	Target Reduction %		tCO2e reduction
	10.3532	2	80.68%	→	% Reduction
					1.6710
					-0.1451
					8.685%
					Electricity Scope 2 (2024)
					tCO2e reduction
					% Reduction
					3.1314
					-7.2218
					69.75%
<b>Total Emissions 2023 expressed as tCO2e per £1M in revenue (minus Scope 1&amp;2 and Scope 3 Business Travel)</b>					
20.2623985					
<b>7 year (2030) Total Emissions CO2e Intensity Reduction Target per £1M revenue</b>	2023 Baseline tCO2e per £1M rev	Total Emissions reduction target tCO2e per £1M of rev by 2030	Target Reduction %		
	20.2623985	10	50.648%	→	Total Emissions 2024 tCO2e per £1m rev (excluding Scope 1&2 and Scope 3 Business Travel)
					2024 tCO2e per £1M rev
					tCO2e increase
					% Increase
					21.8831
					1.6207
					8.00%
<b>Business Travel 2023 expressed as tCO2 per FTE</b>					
1.705672152					
<b>7 year (2030) Intensity Reduction Targets Scope 3 Business Travel per FTE</b>	2023 Baseline tCO2e per FTE	Total Scope 3 business travel reduction target tCO2e per FTE by 2030	Target Reduction %		
	1.705672152	0.8	53.098%	→	Business Travel 2024 tCO2e per FTE
					2024 tCO2e per FTE
					tCO2e reduction
					% Reduction
					1.648149036
					0.0575231
					3.49%

4.4 Carbon Offset

Reveal has engaged with a verified Carbon Offset provider and has offset all CO2e emissions as stated in Section 4.1 –Carbon Footprint & Energy Consumption **2024** data

We have signed up with Carbon Neutral Britain and offset **551.38 tCO2e** via their Climate Fund – <https://carbonneutralbritain.org/pages/our-projects>



Our Carbon Offset via the Climate Fund has resulted in donations to the following Global Projects. The icons shown under each project represent the [United Nations Sustainable Development Goals](#) (UN SDGs) that the initiative supports.



4.5 Packaging Creation

Packaging created (KGs)	% of packaging that is recyclable	% of packaging that is made from recycled material	Reporting Period
6,800	75%	0%	2022
4,200	75%	0%	2023
4,200	75%	0%	2024

4.6 Waste Creation (WEEE)

Reveal complies with its Producer Responsibility Obligations under the Waste Electrical and Electronic Equipment (WEEE) Regulations 2013 through the registered Compliance Scheme, Valpak (<https://www.valpak.com/>), Approval no. WEE/UP3838PL/SCH, in 2016. Reveal’s Producer Number is WEE/AG5111VT.

2023	Total weight (KGs)
<b>Non-Hazardous Waste</b>	278
<b>Hazardous Waste (Lithium Batteries/Paints)</b>	100
2024	Total weight (KGs)
<b>Non-Hazardous Waste</b>	890*
<b>Hazardous Waste (Lithium Batteries/Paints)</b>	774*

**\*Increase in WEEE waste from 2023 to 2024 due to take back schemes and trade in offers**

4.7 Employee Environmental Engagement

In 2024, all employees took part in energy efficiency training, designed to drive real change in how we operate. The most effective way to make a lasting impact is through awareness—understanding the ‘how’ and ‘why’—and leading by example in reducing our footprint. Building on this, we’ll introduce small but meaningful reminders in 2025, such as energy-saving tips in the staff newsletter, to reinforce positive habits.

4.8 Resource Management

We assess risks across the value chain, identifying key vulnerabilities tied to supplier and customer needs. Real-time tracking and traceability systems monitor suppliers and the movement of goods and services, ensuring visibility at every stage. Strong incident response measures and firm internal governance frameworks equip us to tackle ESG challenges effectively.

## 5 Social Responsibility

### 5.1 Equality, Diversity, and Inclusion

**Equality** is about ensuring everyone has the same opportunities to fulfil their potential, free from discrimination. It is about being equal in status, rights, and opportunities.

**Diversity** is about the celebration of individual differences – not just acknowledging and tolerating them.

**Inclusion** is about ensuring that everyone feels that they belong, without having to conform, and that their contribution is valued.

Diversity encompasses everything that makes us unique—our life and work experiences, perspectives, cultures, identities, backgrounds, and ways of thinking.

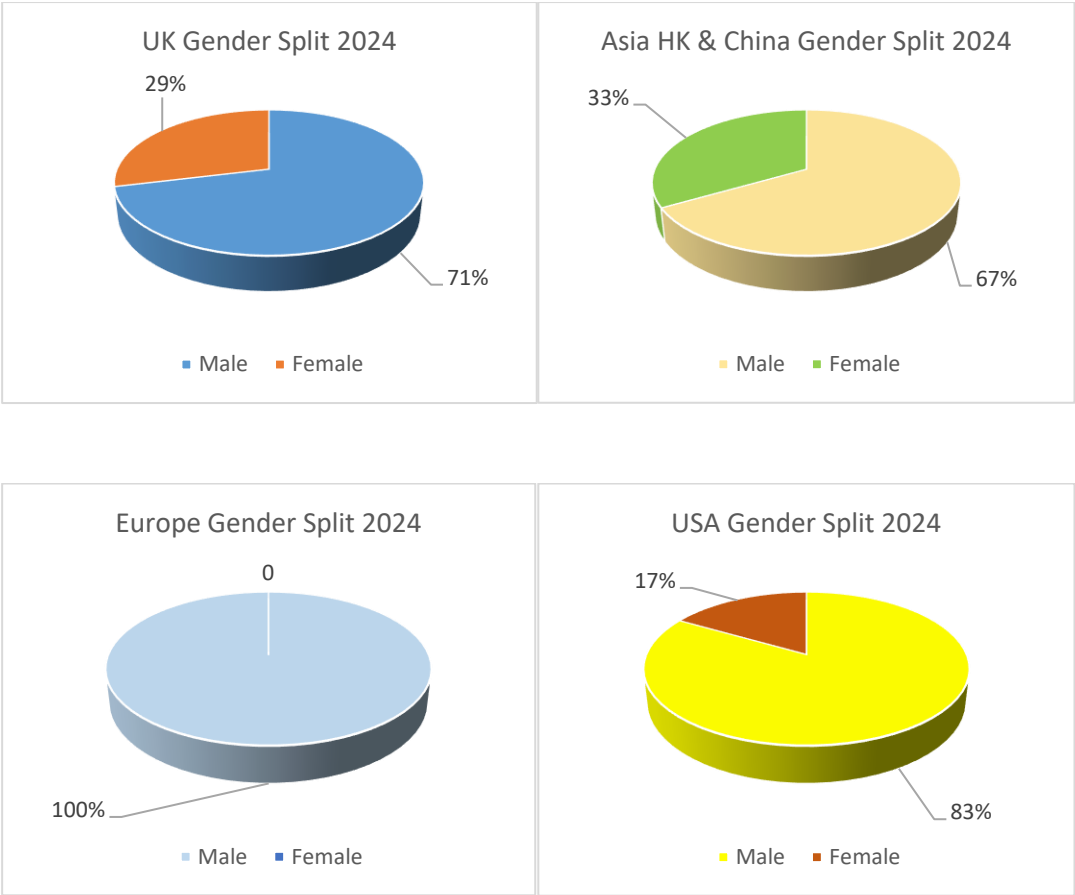
We are committed to fostering equality, diversity, and inclusion, ensuring every colleague is valued, treated with dignity and respect, and has a meaningful voice in decisions that affect them.

A diverse and inclusive workforce brings fresh perspectives, creative solutions, and stronger engagement, driving both well-being and performance. More than just the right thing to do, diversity is a strategic priority that enhances our company’s success.

To embed this commitment into daily practice, we have adopted a formal policy—because inclusion isn’t an add-on; it’s fundamental to how we work together.

% of employees trained in Equality, Diversity, and Inclusion	Reporting Period
<i>Not yet implemented</i>	2022
100%	2023
100%	2024

5.2 Workforce demographics



Region	Male	Female	Total
UK	42	17	59
Europe (Germany & Portugal)	6	0	6
USA	5	1	6
Asia (Hong Kong & China)	6	3	9

### 5.3 Employment Practices

We have the following employee initiatives:

- Employee welfare (Employee Assistance Program)
- Trained Mental Health First Aiders, with regular reminders sent out to staff about how to use them if needed.
- Fair labour practices (we are an Accredited Real Living Wage employer)
- Workplace safety
- Better Working Policy - Our Better Working Policy explains and supports our approach to a range of flexible working arrangements. We know that flexible working can bring benefits for employees, in terms of their work and home life balance, and their health and wellbeing and we also believe that flexible working enables the Company to maximise both individual and business performance. As a result, we treat flexibility as the norm rather than the exception and encourage line managers to work with their teams to find the best form of flexible working to suit the business and the individual. Furthermore, significantly reducing office commutes has a knock-on advantage in terms of our carbon footprint.
- Private Medical Insurance
- Time For You—We offer employees the opportunity to finish work early on Fridays, wherever business needs allow.
- Holiday purchase scheme
- Development & Training

We believe that engaged, skilled and experienced employees are vital to our success, and we are therefore committed to supporting their personal and career development and to recruiting from within, wherever possible.

We work closely with employees to capture individual learning and development needs and identify solutions which will support, develop, and enhance their performance and fulfil their potential.

- Apprentice Scheme

We are keen to provide opportunities for people at all stages of their career and support their development in a way that is effective for both the individual and the business.

Apprenticeships enable us to do this, and where there is a suitable business need, we recruit apprentices at all levels. This may include school leavers, university graduates, or people who simply want to further their careers or change direction.

We work closely with the apprentice and the training provider and always aim to offer the apprentice a permanent role at the end of their apprenticeship.

(a) Health and Wellbeing

# of Mental Health First Aiders	Reporting Period
0	2022
4	2023
3	2024

(b) Employee Retention Rate

Retention %	Reporting Period
67.4%	2022
82%	2023
78%	2024

5.4 Community Engagement

Reveal is collaborating with *Sumthing*, their mission is to make donating to nature accessible, engaging, and meaningful.

<https://www.sumthing.org/sum-of-things#/profiles/566>

We are continuing to remove plastics from coastal areas based on the production of our own products each year, in total, so far, Reveal have contributed to the removal of 17,600kgs of plastic with TONTOTON



This collaboration and project support 4 of the [UN Sustainable Development Goals](#) (SDGs)



**Using our Carbon Tax fund, we also donated to other projects via Sumthing.**

- Restore Lamu's degraded mangroves via Wetlands International <https://www.sumthing.org/sum-of-things#/profiles/566/projects/restore-lamus-degraded-mangroves>



Wetlands International, in collaboration with local communities and the Kenya Forest Service, is spearheading the restoration of Lam's mangroves, a vital part of Kenya's natural heritage that encompasses 60% of the nation's mangrove forests. This initiative aligns with Kenya's commitment to the Africa Forest Landscape Restoration initiative, aiming to rejuvenate 5.1 million hectares of degraded forests. The mangroves in Lamu play a critical role in both ecological and community well-being, but face significant threats requiring urgent restoration efforts.

This collaboration and project support 7 of the UN Sustainable Development Goals (SDGs)



- Restoring the Monarch Butterfly Reserve via Land Life <https://www.sumthing.org/sum-of-things#/profiles/566/projects/restoring-the-migratory-habitat-of-the-monarch-butterfly>



Monarch Butterfly Reforestation project is focused on restoring vital habitats for the Monarch butterfly, an iconic species that plays a crucial role as a pollinator. The project is situated in the Communal Property of Miahuatlán de Hidalgo, within the municipality of Ixtapan del Oro in Mexico State. This area spans 80 hectares, largely devoid of vegetation due to a devastating fire in 2019. Working in collaboration with the Santa Cruz Miahuatlán community, this project aims to reforest 60,000 native trees, creating a crucial biological corridor for the Monarch butterfly and other species.

This collaboration and project support 2 of the [UN Sustainable Development Goals](#) (SDGs)



- Plant food forests via Stichting Voedselbosbouw <https://www.sumthing.org/sum-of-things#/profiles/566/projects/plant-food-forests>



The Soil Heroes Foundation leads a transformative approach to farming that works in harmony with nature rather than against it. Instead of relying on chemical interventions, regenerative farming focuses on enhancing soil biodiversity and natural ecosystem processes. This creates agricultural systems that actively reduce climate emissions while sequestering CO2 in the soil. The benefits are far-reaching: improved soil fertility, natural pest control, enhanced biodiversity, cleaner water and air, more nutritious food, better flood control, and crops that show greater resilience to climate change impacts. Scientific evidence supports these outcomes, yet conventional farming - dependent on monocultures and chemical inputs - remains dominant.

This collaboration and project support 4 of the UN Sustainable Development Goals (SDGs)



### 5.5 Charity

Each year, we share our success with the wider community by contributing to causes that we are passionate about, assigning a percentage of Profit Before Tax to be paid to our chosen charities; in 2024 this total was £35,000 across 3 causes.

- 1) [The https://thamesboatproject.org/](https://thamesboatproject.org/) employees nominated this charity local to our UK Head Quarters. For over three decades, the River Thames Boat Project has brought life to the water for communities across southwest London. Operating from Kingston and Teddington, the charity offers memorable riverboat experiences—many tailored for those living with disabilities, facing isolation, or experiencing disadvantage. Their two accessible vessels host thousands of people each year, with trips ranging from peaceful days afloat to interactive river-based learning for schools.



- 2) [The Legacy of War Foundation \(LoWF\)](#)

This year, our CEO started a 3-year term with *The Core*, a funding initiative supporting the (LoWF) work. Our \$5,000 contribution goes directly to covering essential costs—wages, office space, and fundraising—so that 100% of public donations can reach projects in Rwanda, Ukraine, and Lebanon. It's a fresh take on NGO funding: full transparency, no waste. By backing *The Core*, we're not just donating; we're ensuring long-term impact for communities rebuilding after conflict.

- 3) [Rwandan Farm Solar Solution: Land for Women project](#)

In 2025, we plan to actively participate in the LoWF's *Land for Women* programme, supporting a community farm in Rwanda, by sourcing and implementation of reliable off-grid solar generated electricity equipment, sustainably improving productivity and quality of life, while supporting our goal to balance our carbon impact as a business.

### 5.6 Customer Relations

Reveal conducts an annual customer satisfaction survey in our dedication to continuous improvement. By gathering and analysing customer feedback, we gained valuable insights into how to serve our clientele better. This year's survey revealed a clear desire for enhanced efficiency in the returns process and increased transparency regarding case status and fault rates.

Responding directly to this feedback, Reveal has taken two key initiatives. One of which relates to Logistics and one of which relates to Customer Support.

## 6 Governance

### 6.1 Board Structure 2024

- Alasdair Field – Owner / Director / Chief Executive Officer
- Isabel Magan Campbell / Chief Operations Officer
- Tony Miles – Company Secretary / VP Finance

### 6.2 ESG Committee Structure 2024

- Rob Guest – ESG Chair

Our ESG committee is directly beneath our Board in terms of seniority. Its purpose is to gather and review data from broad parts of the business, then filter and summarise it upwards to the Board. The committee is responsible for maintaining the ESG policy and producing all information regarding ESG disclosures.

The aim of the committee is to establish a unified view of ESG, increasing understanding of all three aspects: Environmental, Social and Governance.

The key objectives of the committee are to:

- Emphasise the importance of environmental measures, sustainability goals and performance at all levels of the business.
- Implement the ESG Policy.
- Measure the company's performance against the ESG goals
- Report progress against the company's ESG goals to the Board on a regular basis.
- Provide best practices for the structure, policies, and regulations that impact the business.
- Increase understanding and awareness of corporate governance.
- Implement and promote common and workable standards of corporate governance for the business.
- Identify and manage relevant risks Anti-Corruption and Bribery

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. Every employee and individual acting on behalf of Reveal is responsible for maintaining our reputation and for conducting company business honestly and professionally. We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by UK laws, including the Bribery Act 2010, regarding our conduct both in the UK and overseas.

<b>% of employees Read and Understood Anti-Corruption and Bribery Policy</b>	<b>Reporting Period</b>
100%	2022
100%	2023
100%	2024

6.3 *Supplier Governance Engagement*

Critical Direct Supplier = Critical Direct Suppliers (CDS) are our most critical suppliers because they supply parts, such as camera bodies, that, if they fail, would directly impact our clients.

We have identified 6 CDS for our business

<b>% of CDS audited in relation to Anti-Corruption and Bribery effectiveness</b>	<b>Reporting Period</b>
0	2022
0	2023
	2024
<b>% of CDS that have undergone a Supplier Quality Assessment</b>	<b>Reporting Period</b>
Data not available	2022
66.67%	2023
100%	2024
<b>% of CDS that have undergone a Supplier Sustainability Assessment</b>	<b>Reporting Period</b>
Data not available	2022
66.67%	2023
100%	2024
<b>% of CDS that have received &amp; acknowledged the Revel Supplier Code of Conduct</b>	<b>Reporting Period</b>
Data not available	2022
Data not available	2023
66.67%	2024

6.4 Applicable Major Laws and Regulations

Section	Major Laws and Regulations
Employment	<p><b>UK</b></p> <p>Employment Rights Act 1996</p> <p>Human Rights Act 1998</p> <p><b>Hong Kong</b></p> <p>Employment Ordinance (Cap. 57)</p> <p>Hong Kong Bill of Rights Ordinance (Cap. 383)</p> <p><b>EU</b></p> <p>EU Employment Framework Directives</p> <p>Working Time Directive (2003/88/EC)</p> <p><b>USA</b></p> <p>Fair Labor Standards Act (FLSA)</p> <p>U.S. Constitution &amp; Bill of Rights</p>
Health & Safety	<p><b>UK</b></p> <p>Health and Safety at Work Act 1974</p> <p>The Management of Health and Safety at Work Regulations 1999</p> <p><b>EU</b></p> <p>EU-OSHA Regulations</p> <p><b>USA</b></p> <p>Occupational Safety and Health Act 1970</p> <p><b>Hong Kong</b></p> <p>Occupational Safety and Health Ordinance, Chapter 509</p> <p><b>China</b></p> <p>Occupational Disease Prevention Law and the Safe Production Law</p>
Employment Standards	<p><b>UK</b></p> <p>Equality Act 2010</p> <p>Modern Slavery Act 2015</p> <p><b>Hong Kong</b></p> <p>Discrimination Ordinances</p> <p>Crimes Ordinance</p> <p>Immigration Ordinance</p>

	<p>Trafficking in Persons action plan</p> <p><b>EU</b></p> <p>Equal Treatment Directives</p> <p>Directive 2011/36/EU on preventing and combating trafficking</p> <p><b>USA</b></p> <p>Civil Rights Act (Title VII)</p> <p>Americans with Disabilities Act (ADA)</p> <p>Age Discrimination in Employment Act (ADEA)</p> <p>Trafficking Victims Protection Act (TVPA)</p>
<p>Product Responsibility (Compliance)</p>	<p>UKCA &amp; CE Marking regulations</p> <p>Low Voltage Directive</p> <p>FCC</p> <p>The Waste Electrical and Electronic Equipment (WEEE) Regulations 2013</p>
<p>Anti-Corruption</p>	<p><b>UK</b></p> <p>Bribery Act 2010</p> <p><b>Hong Kong</b></p> <p>Prevention of Bribery Ordinance (Cap. 201)</p> <p><b>EU</b></p> <p>Anti-corruption directives and national laws</p> <p>EU Convention against Corruption involving officials</p> <p><b>USA</b></p> <p>Foreign Corrupt Practices Act (FCPA)</p>

6.5 Ethics & Compliance

Appendix of company policies, codes of conduct, and compliance programs, list of policies that show adherence to the applicable major laws and regulations

Section	Internal Policy / Actions
Employment	Staff Handbook Better Working Policy
Health & Safety	Health & Safety Policy Health & Safety Handbook Accident & Near Miss Reporting Procedures Health & Safety Training (Office safety, manual handling)
Employment Standards	Staff Handbook Equality, Diversity, and Inclusion Policy
Product Responsibility (Compliance)	Risk Assessment Group overview document
Anti-Corruption	Anti-Corruption and Bribery Policy Staff Handbook
AI Ethics	Business Ethics Policy

## 7 Objectives

### 2024 ESG Objectives

**KEY:** ✓ - Completed ○ - Partially Complete ✗ - Not Complete

Environmental	
Task/Objective	Status
Continue to balance Reveals plastic production with contributions to Sumthing to upcycle the equivalent weight of collected plastics	✓
Transition UK Facilities to Green Energy Suppliers	✓
Invest in Renewable energy technology research	✓
Offset Carbon Emissions created in 2022 & 2023	✗**
Introduce Green considerations in all new designs and material sourcing for new products	✓
Reduce the total weight of products to lessen the environmental impact of logistics	○
Seek environmentally friendly materials in our products	○
Provide employees with Energy Awareness Training, equipping them with the knowledge to reduce their energy usage both in the office and at home	✓

**\*\* Decision was made to apply an internal Carbon Tax to initiate a fund which was then used for the donations to Sumthing. Offsetting of 2024 Emissions took place Q1 2025 – see section 4.4**

Social - Internal	
Task/Objective	Status
Invest in employee learning and development. This will cover a broad range, for example, product knowledge, health & safety, personal development, cyber security	✓
Invest in employee engagement and retention activities, including career planning, work-life balance prioritisation, hybrid working, social activities, recognition and reward	✓

Social - External	
Task/Objective	Status
Make end of year donations to our chosen charities. Donations will be directly related to our profit so we can share Reveals success with support for charitable causes	✓
Recruit and retain additional staff under the Apprenticeship Scheme	✓

Governance	
Task/Objective	Status
Agree and implement Reveals ESG reporting framework for publication in June 2024	✓
Ensure the retention of ISO9001, the International Standard for Quality Management, certification	✓
Attain certification in ISO14001, Environmental Management System	✓
Ensure the retention of ISO27001, Information Security Management System, certification and extend the scope to the new UK Warehouse Facility	✓
Undertake Ecovadis assessment in June 2024, achieving a Bronze rating or above	✓
Contact the Annual Review of Reveals Code of Ethics Policy	✓
Conduct the Annual Review of Reveals ESG Policy	✓
Conduct the Annual Review of Reveals Anti Bribery & Corruption (ABC) Policy and review any training requirements in this area	✓
Conduct an Annual Review of the ESG Committee membership	✓
Provide Quarterly ESG objective updates to employees	✓
Ensure the retention of Cyber Essentials and Cyber Essentials Plus certification	✓

## 8 Stakeholder Engagement

We engage with our internal stakeholders through Global Team Meetings, presentations, newsletters and training.

## 9 Acknowledgement

On behalf of Reveal Media and the ESG Committee, thank you for your interest in and engagement with this document.



Alasdair Field, CEO