



reveal
ESG and Sustainability
policy

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Reveal Media Ltd. ESG and Sustainability Policy

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Version	Amendment date	Change Notes	Author / Approver
V1	15/05/2023	Initial Publication	Isabel Magan-Campbell
V2	05/04/2024	Paragraph 5.5 added covering SMART targets, compliance obligations, and continual improvement. Change of the term goals to targets in line with the language in the document referred to. Reference to relevant documents added to item 14: How we procure ethically.	Guy Peverell
V3	09/01/2026	Full policy refresh to improve clarity and structure; reduced repetition; strengthened governance and risk oversight; aligned with ESG maturity, ISO standards, and Reveal's evolved environmental and social commitments.	Authors: Robert Guest/Lotte Bergann Approved by Alasdair Field

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1. Why ESG matters at Reveal

At Reveal, Environmental, Social and Governance (ESG) is not a standalone programme or a compliance exercise. It reflects how we design our products, how we treat people, how we manage risk, and how we contribute to safer, fairer environments.

Our technology exists to reduce harm, support de-escalation, and protect people in challenging situations. Our approach to ESG builds on that same principle: reducing negative impacts where we can, and using our resources, influence, and expertise to create positive ones.

This policy sets out how we approach ESG across our business, how decisions are made, and how we hold ourselves to account.

2. Purpose and scope

This policy:

- Defines Reveal's principles and commitments across Environmental, Social and Governance matters
- Sets out Governance, accountability, and oversight arrangements
- Guides decision making across the business
- Supports compliance with relevant laws, standards, and certifications
- Provides a clear reference point for staff, customers, partners, and suppliers

This policy applies to all employees, contractors, directors, and third parties acting on behalf of Reveal Media Ltd and its subsidiaries.

This policy does not form part of any contract of employment and may be amended as required.

3. How we approach ESG

3.1 Materiality and risk

Our ESG priorities are informed by ongoing engagement with stakeholders and an assessment of the Environmental, Social, and Governance issues most material to our business, customers, and wider value chain.

We maintain a formal annual ESG risk assessment, overseen by the ESG Committee, which:

- Identifies ESG related risks and opportunities
- Assesses likelihood and impact
- Prioritises actions and controls
- Feeds into wider business risk management

This approach allows us to focus on what matters most, rather than treating ESG as a checklist.

3.2 Frameworks and guidance

We align with and are guided by recognised external frameworks and standards, including:

- United Nations Sustainable Development Goals (SDGs)
- The Greenhouse Gas Protocol

We publish an annual ESG Report outlining our performance, projects, and progress, including how our activities support the SDGs.

3.3 Continuous improvement

We recognise that ESG is a journey. As a growing organisation, our approach focuses on progress, transparency, and learning rather than exhaustive metrics. We review this policy annually as part of our continual improvement framework.

4. Environmental commitments

Climate change and environmental degradation present real risks to people, communities, and businesses. We are committed to reducing our environmental impact across our operations, products, and value chain. We also seek initiatives beyond our direct operations that deliver environmental responsibility alongside tangible social benefit, and that are designed to create impact beyond a single intervention through replication and wider adoption.

4.1 Reduce → Replace → Offset

Our approach to emissions follows a clear hierarchy:

1. **Reduce** emissions through efficiency, design choices, and behavioural change
2. **Replace** higher impact options with lower impact alternatives, including renewable energy
3. **Offset** unavoidable emissions using credible, verified projects as a last resort

Where possible, we:

- Source electricity from renewable providers
- Design products and packaging to reduce weight and material use
- Encourage low carbon travel and remote collaboration
- Provide incentives for staff to switch to green energy at home

4.2 Measurement and targets

We measure Scope 1 and Scope 2 emissions and relevant Scope 3 categories, and we publish our carbon footprint and targets annually.

We set SMART environmental targets each year to support compliance obligations and drive continual improvement.

4.3 Internal carbon tax and nature investment

In addition to offsetting, we apply an internal carbon tax. Funds raised are invested in environmental and community projects we believe deliver meaningful, long-term impact. Projects are selected based on alignment with our values and contribution to the UN Sustainable Development Goals.

4.4 Standards and accreditation

We maintain ISO 14001 certification to support structured environmental management and continuous improvement.

5. Social commitments

Our people, customers, and communities are central to our success. We aim to create a workplace and value chain built on respect, fairness, and shared responsibility.

5.1 Our people

We are committed to providing a working environment that is:

- Inclusive and respectful
- Safe and supportive
- Flexible and sustainable

We monitor workforce engagement, development, and wellbeing to help ensure our social commitments translate into meaningful outcomes for our people.

We acknowledge that diversity remains an area for improvement. Responsibility for monitoring progress sits with the Head of HR, who is a member of the ESG Committee, and updates are reported annually.

5.2 Health, safety, and wellbeing

We prioritise health, safety, and wellbeing across our operations, including:

- Mental health support and trained Mental Health First Aiders
- Flexible working arrangements
- Fair labour practices and living wage commitments

5.3 Community and social impact

Each year, we contribute a portion of profit to charitable causes aligned with our purpose, including organisations working to reduce violence, support recovery from conflict, and strengthen communities. Where possible, we seek to support initiatives that reflect the same social outcomes our technology is designed to enable safer workplaces, accountability, and de-escalation.

6. Our product and positive impact

Our core business contributes directly to the social element of ESG.

Reveal's BodyWorn Video cameras are designed to protect the wearer and promote transparency. Front facing screens encourage calmer interactions and deescalation in high pressure situations, helping reduce conflict and support fairer outcomes.

Used across policing, healthcare, transport, retail, local government and private enterprise, our technology supports institutions and frontline professionals in creating safer environments for both staff and the public.

7. Governance and Ethics

Strong governance underpins everything we do. It enables trust, accountability, and long-term resilience.

7.1 Oversight and accountability

The Board has overall responsibility for ESG. Day-to-day oversight is delegated to the ESG Committee, which reports directly to the Board.

The ESG Committee:

- Oversees ESG strategy and targets
- Maintains this policy and related disclosures
- Conducts an annual ESG risk assessment

- Monitors performance and reports progress

7.2 Ethical conduct

We maintain a zero-tolerance approach to bribery, corruption, and unethical behaviour.

Our Code of Ethics, Anti-Bribery and Corruption Policy, and whistleblowing arrangements apply to all staff and relevant third parties.

7.3 Standards and Certification

Our governance framework is supported by internationally recognised standards, including:

- ISO 9001 – Quality Management
- ISO 14001 – Environmental Management
- ISO 27001 – Information Security
- EcoVadis – Bronze status

8. Value chain and responsible procurement

We take a risk-based approach to due diligence within our value chain, with particular attention to human rights, labour standards, environmental impact, and ethical conduct.

We expect suppliers and partners to meet our standards, as set out in our Supplier Code of Conduct and Sustainable Procurement Policy. Where risks are identified, we work constructively to improve outcomes rather than disengaging by default.

9. Your role

ESG is not owned by a single team. Every person at Reveal has a role to play.

You are expected to:

- Act in line with this policy and our values
- Make responsible choices in your day-to-day work
- Raise concerns or potential breaches promptly
- Engage with ESG initiatives relevant to your role

A culture of openness and accountability is essential to making ESG real.

10. Monitoring, transparency, and review

Progress against this policy is monitored by the ESG Committee and reported to the Board.

We publish an annual ESG Report and supporting documents, including our Carbon Reduction Plan and ESG Targets, to provide transparency on our performance.

This policy is reviewed annually and updated as our business, risks, and responsibilities evolve.