

BEACON CYMRU
ENVIRONMENT, SOCIAL
& GOVERNANCE REPORT

2025



INTRODUCTION

As Group Chief Executive of Beacon Cymru, I am pleased to introduce our first ESG report. As a new organisation, joining the Sustainability Reporting Standard (SRS) was important for us to affirm Beacon's commitment to the environment, as well as to our residents, staff, and the communities we serve. Beacon's first corporate plan divides our aims into three pillars, People, Place and Planet, so the information we are sharing in this report is an important part of us holding ourselves accountable for the aims we have set ourselves under each pillar.

In October 2025, Beacon launched its first sustainability strategy, Beacon for the Planet. All the key performance indicators for the environmental element of the SRS are included in that strategy, so the SRS becomes our annual sustainability report. The advantage of using the SRS in this way is that we are open and consistent in the environmental data we publish and enable ourselves to be measured against our peers from across the UK. For its first year, Beacon has worked with SHIFT Environmental to calculate its carbon footprint and this provides the assurance that the data we provide is as accurate as it can be.

Beacon has an annual turnover of some £70m, and we do not underestimate the potential impact that our business can have. In addition to targeting our procurement spend on local businesses, Beacon is committing to delivering enhanced social value to benefit local people by supporting community projects including the Cwtch Mawr multibank in Swansea and Welcome to Our Woods initiative in Rhondda Cynon Taf.

Beacon is proud to be building upon the strong legacies of its predecessor organisations, Coastal and RHA, but working with a renewed sense of purpose and energy that comes from starting afresh. I hope that you will find this report interesting.



Debbie Green
Chief Executive



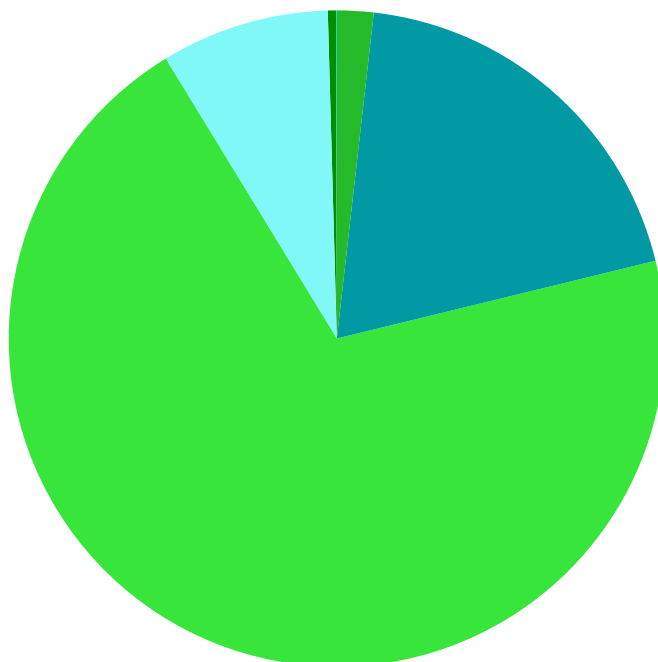
CLIMATE CHANGE

C1. DISTRIBUTION OF ENERGY PERFORMANCE CERTIFICATE (EPC) RATINGS OF EXISTING HOMES (THOSE COMPLETED BEFORE THE LAST FINANCIAL YEAR).

- A: 1.8% (NO. 151)
- B: 19.4% (NO. 1606)
- C: 70.1% (NO. 5,816)
- D: 8.3% (NO. 688)
- E: 0.4% (NO. 35)
- F: 0.04% (NO. 3)

*Totals not 100% and vary in chart below due to rounding.

● A ● B ● C ● D ● E ● F



C2. DISTRIBUTION OF EPC RATINGS OF NEW HOMES (THOSE COMPLETED IN THE LAST FINANCIAL YEAR).

- A: 39.7% (NO. 31)
- B: 59% (NO. 46)
- C: 1.3% (NO. 1)

C3. DOES THE HOUSING PROVIDER HAVE A NET ZERO TARGET AND STRATEGY?

IF SO, WHAT IS IT AND WHEN DOES THE HOUSING PROVIDER INTEND TO BE NET ZERO BY?

In August 2025 Beacon formally adopted its first sustainability strategy, 'Beacon For The Planet', which contained a pledge to be net-zero by **2050**. The late date is down to the amount of work required in order to make all of Beacon's **8,472** existing homes net zero (see C1). We pledge to have electrified our office premises and fleet by **2035**. 'Beacon For The Planet' is available online.

Beacon's 'route map to net zero' starts on p19 of Beacon For The Planet.



Beacon is an active member of the Carbon Literacy Consortium Cymru. **213** members of staff (past and present) have been awarded certificates since training began.

C4. WHAT RETROFIT ACTIVITIES HAS THE HOUSING PROVIDER UNDERTAKEN IN THE LAST 12 MONTHS IN RELATION TO ITS HOUSING STOCK?

HOW DO THESE ACTIVITIES ALIGN WITH, AND CONTRIBUTE TOWARDS, PERFORMANCE AGAINST THE HOUSING PROVIDER'S NET ZERO STRATEGY AND TARGET?

In 2024/25, Beacon carried out a total of **608 solar photovoltaic installations** across its existing stock. This work was funded by Welsh Government's Optimised Retrofit Programme.

Beacon's first sustainability strategy, launched in 2025, commits Beacon to be a net-zero housing association by **2050 at the latest**. The main reason for this late date is the need to decarbonise its **8,472** homes.

As at the beginning of the financial year, only **666 homes** had electric heating and so were 'net zero ready' for a decarbonised grid. In order to meet the Committee on Climate Change's recommendation of % of homes being on heat pumps by 2040, Beacon would need to fit **12.5 heat pumps per month** on average, starting in May 2025. This is somewhat unrealistic and so Beacon is currently examining other options to reach net zero, especially as the situation in the UK evolves.

C5. SCOPE 1, SCOPE 2 AND SCOPE 3 GREEN HOUSE GAS EMISSIONS

In summer 2025, Beacon worked with Suss Housing to complete their SHIFT assessment, an environmental sustainability method designed specifically for the social housing sector across the UK.

Using SHIFT enables Beacon to benchmark its performance against other landlords from across Wales, Scotland and England. In 2025, Beacon obtained a Gold award and were ranked the 6th highest scoring out of the most recent 40 assessments carried out.

SCOPE 1: 2,069.7 TONNES CO₂E

SCOPE 2: 670.18 TONNES CO₂E

SCOPE 3: 20,328.67 TONNES CO2E

TOTAL: 23,068.55 TONNES CO2E

Intensity ratio: 2.7613 tonnes CO2e per home managed.

C6. HOW HAS THE HOUSING PROVIDER MAPPED AND ASSESSED THE CLIMATE RISKS TO ITS HOMES AND SUPPLY CHAIN, SUCH AS INCREASED FLOOD, DROUGHT AND OVERHEATING RISKS?

HOW IS THE HOUSING PROVIDER MITIGATING THESE RISKS?



Beacon has worked with its insurance providers to assess flood risk to its properties. As the weather in Wales changes with the climate, the relatively low numbers of its homes which are at risk of flooding (particularly in the Rhondda Valley) will likely increase due to the predicted increase in dry periods immediately followed by heavier rain.

Whilst numbers of properties at risk are low at present, Beacon's Business Insight team are considering investing in GIS mapping software which will be able to overlay Natural Resources Wales's flood risk maps with Beacon's properties which will mean that flood risk data is always up-to-date. Having this additional capacity in a larger organisation to manage data is one of the direct benefits of merger.

Beacon's sustainability strategy, Beacon for the Planet, commits Beacon to annual reviews of flood risk. As a result, a flood strategy will be produced in future which will outline areas at risk, what Beacon's response will be and what other organisations and public bodies would need to be involved.

ECOLOGY

C7. DOES THE HOUSING PROVIDER HAVE A STRATEGY TO ENHANCE GREEN SPACE AND PROMOTE BIODIVERSITY ON OR NEAR HOMES?

IF YES, PLEASE DESCRIBE WITH REFERENCE TO TARGETS IN THIS AREA.

Beacon's sustainability strategy contains measures for biodiversity from p10 as well as more detailed plans from p16. Beacon's estates team work to a detailed management plan and calendar in order to enhance the biodiversity of its sites. Beacon pledges to work with its residents to foster understanding of why it takes action to protect and enhance biodiversity.

Most prominently, Beacon creates no-mow areas and wildflower meadows, not just for the 'No Mow May' campaign but right through the growing season. Last year, **over 150** such areas were created and maintained. By talking to residents, acceptance of these areas has improved even though it is not a traditional part of landscape management.



Beacon also seeks to plant trees where it can on its land. In 2024, Beacon received **115** saplings from the Woodland Trust which have been planted into pots until they are bigger and stronger, creating a Beacon nursery.

In 2025, Beacon's flagship green scheme at Mount Pleasant Hospital in Swansea retained its green flag for the third year running, validating Beacon's efforts to run its estates in a sustainable way.

C8. DOES THE HOUSING PROVIDER HAVE A STRATEGY TO IDENTIFY, MANAGE AND REDUCE POLLUTANTS THAT COULD CAUSE MATERIAL HARM?

IF SO, HOW DOES THE HOUSING PROVIDER TARGET AND MEASURE PERFORMANCE?

Yes. Beacon's sustainability strategy has a specific strategy area for dealing with pollutants at p17. Beacon pledges a series of actions such as:

- Eliminating bleach-based cleaning products.
- Reducing its operatives' paint pallet so that there is less waste.
- Reducing fertilizer use through estates colleagues making their own compost on-site.
- Eliminating fossil-fueled tools and vehicles to reduce the risk of spillage.
- Supporting residents to better ventilate their homes to eliminate damp and mould as well as to reduce the need to use chemicals to deal with mould



RESOURCE MANAGEMENT

C9. DOES THE HOUSING PROVIDER HAVE A STRATEGY TO USE OR INCREASE THE USE OF RESPONSIBLY SOURCED MATERIALS FOR ALL BUILDING AND REPAIRS WORKS?

IF SO, HOW DOES THE HOUSING PROVIDER TARGET AND MEASURE PERFORMANCE?

Yes. Beacon's sustainability strategy contains a specific section on responsibly-sourced materials at p13. The strategy contains several pledges to use sustainable, responsibly-sourced materials such as:

- A commitment to use Welsh wood in its homes, reducing embodied carbon and logistics.
- Offering support and training for its staff and contractors to consider whole-life impacts of product choices.
- Review the sustainability policies and practices of major suppliers to ensure that Beacon's product choices are truly responsible.

In previous years, Beacon had contented itself with a desktop exercise looking at sustainability practices of its suppliers which were available online. In future years, it is intended that Beacon will engage proactively with major suppliers (i.e. of kitchen and bathroom fittings and fixtures, paint manufacturers etc.) to ensure that we are satisfied that our Scope 3 emissions are better accounted for and, more importantly, mitigated.

C10. DOES THE HOUSING PROVIDER HAVE A STRATEGY FOR WASTE MANAGEMENT INCORPORATING BUILDING MATERIALS?

IF SO, HOW DOES THE HOUSING PROVIDER TARGET AND MEASURE PERFORMANCE?

Beacon's sustainability strategy contains a specific area on waste management from p14. This section includes pledges such as:

- Working with residents on proper use of each local authority's recycling facilities to increase the proportion of waste which is diverted from landfill.
- Selecting waste contractors who can provide accurate accounts of the proportions of Beacon's office and trade waste which are diverted from landfill.
- Sponsoring local food- and multibanks to help ensure products that would otherwise go to waste instead find their way to people who can use them.

This is in addition to pledges in relation to pollutants (see C8 above).

In relation to waste from its head office in Swansea, Beacon's waste contractor reports that in the year 2024/25, **95%** of waste was diverted from landfill.

C11. DOES THE HOUSING PROVIDER HAVE A STRATEGY FOR WATER MANAGEMENT?

IF SO, HOW DOES THE HOUSING PROVIDER TARGET AND MEASURE PERFORMANCE?

Beacon's sustainability strategy contains a section on water efficiency from p14. This commits Beacon to water efficient choices by affecting its new-build and maintenance specifications, for example by requiring:

- The fitting of baths with capacities lower than **180l**.
- The fitting of low-flow, aerating taps in bathrooms.

- The fitting of low-flow shower heads (ca. 8l/minute).

Water efficiency measures will also be influenced by the Welsh Housing Quality Standard 2023, which mandates the fitting of dual-flush toilets and water butts. Over time, our water efficiency will improve across our whole stock.

In the office, hot water dispensers are provided to avoid the use of inefficient kettles and the water supply to floors occupied by Beacon are served by an intelligent water meter which can detect leaks and alert Facilities colleagues at times of abnormally high water usage.

AFFORDABILITY & SECURITY

C12. FOR PROPERTIES THAT ARE SUBJECT TO THE RENT REGULATION REGIME, REPORT AGAINST ONE OR MORE AFFORDABILITY METRIC:

- 1. RENT COMPARED TO MEDIAN PRIVATE RENTAL SECTOR (PRS) RENT ACROSS THE RELEVANT LOCAL AUTHORITY**
- 2. RENT COMPARED TO THE RELEVANT LOCAL HOUSING ALLOWANCE (LHA)**

LHA rates have not been updated in Wales since 2020.

Coastal does monitor its rent against the local private sector, but also uses the Joseph Rowntree Foundation's 'living rent' model. Under this method, rent should be no more than **28%** of the average income in a locality without service charges, or **33%** including service charges.

Breakdowns for the rent data per property type and local authority area is provided in the following table:

	Beacon	LHA	PRS	Living Rent
Neath Port Talbot				
1 Bedroom	£452.36	110%	82%	67%
2 Bedroom	£501.83	111%	76%	57%
3 Bedroom	£553.78	111%	70%	52%
4 Bedroom	£632.90	110%	71%	56%
	Beacon	LHA	PRS	Living Rent
Swansea				
1 Bedroom	£441.87	84%	73%	66%
2 Bedroom	£514.66	93%	73%	64%
3 Bedroom	£602.92	100%	71%	63%
4 Bedroom	£704.27	86%	74%	67%
	Beacon	LHA	PRS	Living Rent
Carmarthenshire				
1 Bedroom	£525.94	131%	96%	83%
2 Bedroom	£523.23	107%	75%	60%
3 Bedroom	£645.89	121%	86%	71%
4 Bedroom	£671.70	103%	71%	73%
	Beacon	LHA	PRS	Living Rent
Bridgend				
1 Bedroom	£392.31	98%	68%	63%
2 Bedroom	£421.72	80%	61%	56%
	Beacon	LHA	PRS	Living Rent
Rhondda Cynon Taf				
1 Bedroom	424.28	113%	86%	81%
2 Bedroom	487.11	109%	58%	64%
3 Bedroom	536.51	109%	57%	59%
4 Bedroom	665.30	103%	50%	67%

C13. SHARE, AND NUMBER, OF EXISTING HOMES (OWNED AND/OR MANAGED) COMPLETED BEFORE THE LAST FINANCIAL YEAR ALLOCATED TO:

Category	2024/25 TOTAL
General needs	6,036
Elderly needs	1,374
Welsh housing partnership	496
Managed agent	201
Adapted property	134
Extra care	115
Intermediate rental	58
Supported Housing	58
Total	8,472

C14. SHARE, AND NUMBER, OF NEW HOMES (OWNED AND/OR MANAGED) THAT WERE COMPLETED IN THE LAST FINANCIAL YEAR, BY TYPE:

All of Beacon's **78** homes handed over in 2024/25 were for social rent.

C15. HOW IS THE HOUSING PROVIDER TRYING TO REDUCE THE EFFECT OF HIGH ENERGY COSTS ON ITS RESIDENTS?

Beacon is a long-standing participant of the Welsh Government's Optimised Retrofit Programme (ORP) and the Swansea City Region's Homes as Power Stations (HAPS) programmes (see C4). Beacon uses these programmes to maximise energy efficiency of its homes primarily to tackle climate change. But, by saving energy, occupants of treated houses also save money.

Beacon's heating engineers will take the time to discuss the most efficient way to use a dwelling's heating system whenever they are on site, especially for annual gas safety checks. This aids resident understanding and can reduce energy use.

C16. HOW DOES THE HOUSING PROVIDER PROVIDE SECURITY OF TENURE FOR RESIDENTS?

Beacon offers all residents the most secure contracts possible under Welsh housing law. The majority of social residents have secure occupation contracts which mean they can live in the property for as long as they maintain the terms of the contract; there are no fixed-term contracts.

Under the Renting Homes Wales Act, there are very limited grounds upon which the landlord can end the contract. Residents with standard contracts have to live in the property for six months before Beacon would be able to serve a notice to end it and that would be a six month period, a total of at least 12 months before Beacon can re-obtain possession. However, Beacon is committed to not evicting residents into homelessness and works across multiple agencies to achieve this ambition. Actual eviction rates are low.



BUILDING SAFETY & QUALITY

C17. DESCRIBE THE CONDITION OF THE HOUSING PROVIDER'S PORTFOLIO, WITH REFERENCE TO GAS SAFETY, FIRE RISK ASSESSMENT AND ELECTRICAL SAFETY:

- **GAS SAFETY CHECKS: 99.58%**
- **FIRE RISK ASSESSMENTS: 99.75%**
- **ELECTRICAL SAFETY CHECKS: 99.08%**
- **COMMUNAL ASBESTOS: 100%**
- **COMMUNAL LEGIONELLA: 100%**
- **LIFTS: 93.24%**

C18. WHAT % OF HOMES MEET THE NATIONAL HOUSING QUALITY STANDARD?

OF THOSE WHICH FAIL, WHAT IS THE HOUSING PROVIDER DOING TO ADDRESS THESE FAILINGS?

The second iteration of the Welsh Housing Quality Standard (WHQS2) came into force at the start of April 2024. As a result, none of Beacon's homes are 100% compliant. However, **99.1%** of properties are over **75%** compliant.

Beacon is undertaking further stock condition surveys and cost exercises in order to understand the extent of the work needed to make all of its homes compliant with WHQS2

C19. HOW DO YOU MANAGE AND MITIGATE THE RISK OF DAMP AND MOULD FOR YOUR RESIDENTS?

Beacon maintenance inspectors attend all reports of damp and mould. They determine the course of action required, which ranges from advising residents on managing condensation, issuing works to repair items such as fans, windows etc, cleaning down and decorating mould affected areas in severe cases/vulnerable households or issuing larger works to eradicate sources of rising or penetrating damp.

RESIDENT VOICE

C20. WHAT ARE THE RESULTS OF THE HOUSING PROVIDER'S MOST RECENT TENANT SATISFACTION SURVEY?

HOW HAS THE HOUSING PROVIDER ACTED ON THESE RESULTS?

Measure	Beacon (2025)	Former Coastal residents (2025)	Former RHA Wales residents (2025)
Service overall	75.40%	77.60%	68.60%

C21. WHAT ARRANGEMENTS ARE IN PLACE TO ENABLE RESIDENTS TO HOLD MANAGEMENT TO ACCOUNT FOR THE PROVISION OF SERVICES?

In its first year, Beacon took a different approach to resident engagement. Prior to becoming Beacon, RHA Wales and Coastal facilitated a joint consultation which involved resident engagement events across the now much larger geographical area. Residents' feedback helped to shape the look and feel of the new organisation and resulted in the development of an ambitious Resident Engagement Strategy.

The strategy is very much focussed on taking Beacon's engagement activities to residents and ensuring resident involvement is centred throughout all aspects of the business. The draft strategy was taken to residents for feedback, before being approved by Beacon's Board of Management. It includes commitments to:

- Make it easy for residents to be informed in service areas that are important to them.
- Involve residents in shaping our services and business priorities.
- Explore ways of trusting residents with strategic decisions such as Beacons' spending and service direction.

C22. IN THE LAST 12 MONTHS, IN HOW MANY COMPLAINTS HAS THE NATIONAL OMBUDSMAN DETERMINED THAT MALADMINISTRATION TOOK PLACE?

HOW HAVE THESE COMPLAINTS (OR OTHERS) RESULTED IN CHANGE OF PRACTICE WITHIN THE HOUSING PROVIDER?

In the last 12 months, the Public Services Ombudsman for Wales has not determined any cases of maladministration at Beacon.



RESIDENT SUPPORT

C23. WHAT ARE THE KEY SUPPORT SERVICES THAT THE HOUSING PROVIDER OFFERS TO ITS RESIDENTS?

HOW SUCCESSFUL ARE THESE SERVICES IN IMPROVING OUTCOMES?

Whilst Beacon has no in-house support service, all housing teams are trained to provide information, guidance and advice on tenancy sustainment, welfare benefits and all aspects of occupation contract management. Eviction and legal action are always a last resort when all other options have been exhausted including assistance with budgeting, income maximisation and mediation. We work closely with multi-agency partnerships to connect residents to agencies who can support them with any challenges being faced.

Beacon provides properties for a range of specialist managing agents to deliver supported housing from, including people living with long term health conditions and those facing transitions from care, the secure estate, hospital, etc.

Beacon has invested in Local Area Coordination in Swansea since 2016. Local Area Coordinators walk alongside people to understand what a good life looks to them and helps them make new connections and friends, get involved in groups and activities, overcome personal challenges, get their voices heard by people in power, be involved in improving public services and making a contribution to community

Since 2023, Beacon has invested in Cwtch Mawr, the first multi-bank in Wales. The multi-bank takes returned, opened or lightly damaged items from retailers and puts together furniture, kitchen, linen and other packages to support residents who otherwise have very little by providing new goods to their homes.

PLACEMAKING

C24. DESCRIBE THE HOUSING PROVIDER'S COMMUNITY INVESTMENT ACTIVITIES, AND HOW THE HOUSING PROVIDER IS CONTRIBUTING TO POSITIVE NEIGHBOURHOOD OUTCOMES FOR THE COMMUNITIES IN WHICH ITS HOMES ARE LOCATED.

PROVIDE EXAMPLES OR CASE STUDIES OF WHERE THE HOUSING PROVIDER HAS BEEN ENGAGED IN PLACEMAKING OR PLACESHAPING ACTIVITIES.

Beacon takes a diverse approach to community investment activities; we work with our community partners and contractors to deliver projects that are needed in communities or use our resources to support what's already there.

For example, we have supported 3 partner organisations to develop their offer and reach by taking ownership over community spaces through a peppercorn rent agreement. We have enabled:

- A disused building to be converted to a carpentry space for Men's Sheds, a community meeting space, a community café and affordable grocery store.
- An old petrol station to be used as a community growing space, plant swap initiative, education centre and plastic recycling space.
- An area of disused land to be transformed into an outdoor eco education space, available and accessible to all the community.

We support a local Chamber Of Trade through our community investment activity, we chair their meetings, provide sponsorship of community events, and financially support with marketing or training needs.

We have supported community activities and placemaking by investing **over £47,000** into community led activities such as:

- Clearance of land for two community green spaces.
- Sponsorship of a Boys and Girls Club
- Contributions to Primary Schools Christmas events and Christmas Hamper appeals.
- Sponsorship of Rhondda Arts Festival and Business In The Community Place Programme, as well as contribution to a community fund and sponsorship of a Charity Ball.

Beacon has also committed to positive neighbourhoods through the delivery of our own community hub – Little Shed - where we run a community fridge, Repair Café, Craft sessions, wellbeing sessions and volunteering opportunities.

Last year we saw **6,740** visitors in total, with **4,141** visits to access community fridge - saving approximately **17,471.4 kg** of food waste going to landfill. We had:

- **1152** visits to access cup & a chat warm space sessions.
- **568** people attending craft sessions.
- **336** volunteer sessions offered.
- **179** people attending wellbeing sessions.
- **81** people accessing Library Of things.
- **68** people taking part in games mornings.
- **52** people visiting for general advice and queries.
- **35** people taking part in cooking sessions.

STRUCTURE AND GOVERNANCE

C25. IS THE HOUSING PROVIDER REGISTERED WITH THE REGULATOR OF SOCIAL HOUSING?

Beacon Cymru is regulated by Welsh Government's Housing Regulation Team.

C26. WHAT IS THE HOUSING PROVIDER'S MOST RECENT REGULATORY GRADING/STATUS?

Beacon received an interim regulatory judgement in September 2025 with details as below:

Governance and Tenant Services - Compliant (Green)

Financial Viability - Compliant (Green)

C27. WHICH CODE OF GOVERNANCE DOES THE HOUSING PROVIDER FOLLOW, IF ANY?

The board has adopted Community Housing Cymru's Code of Governance and a detailed review of compliance against the code is conducted annually.

C28. IS THE HOUSING PROVIDER A NON-PROFIT?

Yes. Beacon Cymru is not-for-profit.

C29. EXPLAIN HOW THE HOUSING PROVIDER'S BOARD MANAGES ESG RISKS.

ARE ESG RISKS INCORPORATED INTO THE HOUSING PROVIDER'S RISK REGISTER?

Beacon Cymru has a risk management policy in place which provides a framework for the management of risk to support the Group's achievement of its strategic objectives (as set out in the Corporate Plan), protect people and assets, and ensure long term financial strength. In the risk register, strategic ESG-linked risks identified include asset management (including decarbonisation), regulatory and legal compliance, values and culture, data integrity, and governance and leadership. The policy explains Beacon's underlying approach to risk management and documents internal roles and responsibilities. It outlines key aspects of the risk management process and identifies the main reporting procedures.

The board has overall responsibility for ensuring the adequacy of the strategic risk management framework and operation of the process and receives regular update reports on risk.

C30. HAS THE HOUSING PROVIDER BEEN SUBJECT TO ANY ADVERSE REGULATORY FINDINGS IN THE LAST 12 MONTHS THAT RESULTED IN ENFORCEMENT OR OTHER EQUIVALENT ACTION?



No. Beacon Cymru has not been subject to any adverse regulatory findings in the last 12 months.

BOARD AND TRUSTEES

C31. HOW DOES THE HOUSING PROVIDER ENSURE IT GETS INPUT FROM A DIVERSE RANGE OF PEOPLE, INTO THE GOVERNANCE PROCESSES?

DOES THE HOUSING PROVIDER CONSIDER RESIDENT VOICE AT THE BOARD AND SENIOR MANAGEMENT LEVEL?

DOES THE HOUSING PROVIDER HAVE POLICIES THAT INCORPORATE EQUALITY, DIVERSITY AND INCLUSION (EDI) INTO THE RECRUITMENT AND SELECTION OF BOARD MEMBERS AND SENIOR MANAGEMENT?

The board is composed of Members with diversity of skills, experience and thought. An Equality, Diversity and Inclusion strategy is in place which provides a vision and framework for ensuring services, policies and procedures are inclusive, and do not disadvantage residents, employee or board members on the basis of the characteristics defined in the Equality Act. Our strategy relates to culture and purpose in that it underpins our commitment to develop strong diverse communities as well as a committed diverse workforce and board.

As set out in the Board Member Policy, Beacon have adopted the Rooney Rule for Board Member recruitment; to offer guaranteed interviews to applicants identifying as disabled or from a BAME background, where the organisation has identified under-representation at Board level, that meet the minimum criteria set out in the Board Member Role Profile. The Board Member Policy makes a clear commitment to tackling any potential discriminatory practices in Board member recruitment and aims to ensure that the recruitment process is

fair and transparent. The policy states that Beacon is committed to achieving a diverse and inclusive Board and may take positive measures to achieve this.

31% of board members are women. **8%** of the board members are from black, asian or minority ethnic backgrounds. No board members have disclosed a disability. Average age of the board is **56**.

The Board will review Board Membership on an annual basis, taking into account not only the skills of the Board Members, but also the diversity. The Board understands the importance of diversity in the governance process and will proactively work to address any gaps that may be identified as part of the Board Membership Review process.

Resident voice is heard at the board and senior management team. We use the Vanguard method of continuous improvement which has the study of systems (practice and resident engagement) at its core. It ensures that the resident experience is actively sought out to redesign the way the work works, and that resident demand is studied to learn where we are failing to deliver the best services.

C32. WHAT % OF THE HOUSING PROVIDER'S BOARD HAVE TURNED OVER IN THE LAST TWO YEARS?

WHAT % OF THE HOUSING PROVIDER'S SENIOR MANAGEMENT TEAM HAVE TURNED OVER IN THE LAST TWO YEARS?

The Beacon Board was formed in 2024, with the first meeting (as a Shadow Board) taking place in November 2024. A robust recruitment process was followed to form this Board from the members of the Coastal and RHA Board.

Since its formation in November 2024, one Board Member has stood down equating to a turnover of **9%**.

Since its formation in January 2025 there has been **7%** turnover in Beacon's SMT.

C33. NUMBER OF BOARD MEMBERS ON THE HOUSING PROVIDER'S AUDIT COMMITTEE WITH RECENT AND RELEVANT FINANCIAL EXPERIENCE.

Our Audit , Assurance & Risk Committee has five members. The Chair of Audit & Risk Committee is a Chartered Accountant. All other members have experience of budget management and financial governance gained in their roles as professionals, including those operating as Company Directors and non-executive roles.

The Board Chair has financial qualifications having worked in the banking sector for over 40 years.

C34. WHAT PERCENTAGE OF THE BOARD ARE NON-EXECUTIVE DIRECTORS?

Currently **85%** of the Beacon board are non-executive directors.

C35. HAS A SUCCESSION PLAN BEEN PROVIDED TO THE HOUSING PROVIDER'S BOARD IN THE LAST 12 MONTHS?

The Board approved the Board Member Policy, which includes Board Recruitment and Succession Planning in January 2025. The Board will review and consider Board Composition, Skills, Diversity and Succession on an annual basis.

C36. FOR HOW MANY YEARS HAS THE HOUSING PROVIDER'S CURRENT EXTERNAL AUDIT PARTNER BEEN RESPONSIBLE FOR AUDITING THE ACCOUNTS?

Beacon's external auditor is Bevan Buckland LLP. Pre-merger, Bevan Buckland LLP were auditors for Coastal Housing Group (since 2008) and RHA Wales (since 2019).

During that time, Coastal and RHA were subject to partner rotation to avoid conflicts and of course, as auditors, they are bound by professional standards which safeguard against conflict of interest and lack of scrutiny.

C37. WHEN WAS THE LAST INDEPENDENTLY-RUN, BOARD-EFFECTIVENESS REVIEW?

As a newly merged organisation, Beacon have not yet had an external board-effectiveness review, but are planning for the first review to take place in the 25/26 financial year.

Coastal Housings last external review was carried out by Altair in 2021, and RHA's was carried out by Campbell Tickell in 2022.

C38. HOW DOES THE HOUSING PROVIDER HANDLE CONFLICTS OF INTEREST AT THE BOARD?

Board Members are required to complete an Annual Declaration of Interests form and all declarations are recorded on a central register. Board Members are also expected to complete this form during the year, should their interests change. The Register of Interests is reviewed by the Board on an annual basis.

At the start of all Board and Committee Meetings, Board Members are asked to declare whether they have any interest – personally, financially or in any other way – in any item on the Agenda. If a declaration is made, the Board Member will be asked not to contribute/vote on the recommendation or will be asked to leave the room during the discussion of item in question.

STAFF WELLBEING

C39. DOES THE HOUSING PROVIDER PAY THE REAL LIVING WAGE?

Yes. Beacon Cymru is a Real Living Wage Employer.

C40. WHAT IS THE HOUSING PROVIDER'S MEDIAN GENDER PAY GAP?

Beacon has not yet calculated its combined gender pay gap. The pay gap was reported in 2025 according to which predecessor organisation employees belonged to.

For former Coastal employees, the mean gender pay gap was **-4.02%** (in favour of females) and the median gender pay gap was **1.44%** (in favour of males).

For former RHA employees, the mean gender pay gap was **0.76%** (in favour of males) and the median gender pay gap was **5.3%** (in favour of males).

C41. WHAT IS THE HOUSING PROVIDER'S CEO : MEDIAN-WORKER PAY RATIO?

The ratio of the median-salaried worker to Chief Executive Officer pay is **4.73:1**.

C42. HOW IS THE HOUSING PROVIDER ENSURING EQUALITY, DIVERSITY AND INCLUSION (EDI) IS PROMOTED ACROSS ITS STAFF?

Beacon has a strong commitment to EDI. We actively measure EDI in both our existing workforce and of our applicants at each stage of the recruitment process. In addition we also employ the "Rooney Rule" where applicants who meet a roles essential criteria are progressed to interview following the initial shortlisting process.

Beacon provides regular training on EDI including anti-racism training and has a number of working groups aiming to improve representation from those from diverse backgrounds and abilities.

Our offices are designed to support those with a variety of impairments and reasonable adjustments are made wherever possible. We also offer access to support services for employees who require additional support.

C43. HOW DOES THE HOUSING PROVIDER SUPPORT THE PHYSICAL AND MENTAL HEALTH OF ITS STAFF?

Beacon has a comprehensive wellbeing offering including Employee Assistance Programme, access to a variety of wellbeing counsellors, online GP, Osteopath, health checks, flu vaccinations, subsidised sports massage, PHI, and private healthcare.

In addition our HR and Communications Teams provide regular posts on our employee intranet around health and wellbeing topics and we also have a number of employee support groups including a very active menopause support group.

C44. HOW DOES THE HOUSING PROVIDER SUPPORT THE PROFESSIONAL DEVELOPMENT OF ITS STAFF?

Beacon has a Learning and Development budget of approximately **£150,000** which equates to a training spend of **c£400** per employee. We run both in-person training and offer a variety of courses on our online training platform.

Beacon pays for the professional memberships of employees in roles where it is either required or advantageous and offers sponsorship for further training to help employees develop within their chosen career path.



Finally we are currently in the process of designing a behavioural framework and career pathways to assist employees in understanding how to further their careers within Beacon.

SUPPLY CHAIN

HOW ARE SOCIAL VALUE CREATION AND SUSTAINABILITY CONSIDERED WHEN PROCURING GOODS AND SERVICES?

WHAT MEASURES ARE IN PLACE TO MONITOR THE DELIVERY OF SOCIAL VALUE AND SUSTAINABILITY OF THE SUPPLY CHAIN WHEN PROCURING GOODS AND SERVICES?

When procuring goods, we consider sustainability throughout our tender process, commitments are scored and weighted. Our **4 priority areas** have been embedded in supporting local initiatives as follows:

- Employment, Skills and Training – workforce initiatives and targeted recruitment and training, guided by the principles of the Can Do Toolkits³.
- Supporting Local – supply chain initiatives that support the Foundational Economy
- Giving Back – educational and community initiatives
- Keen To Be Green – environmental Initiatives.