



Gifts & Entertainment Policy

PM Group is an international project delivery company operating across Europe, Asia and the USA. We have a 52 year track record in project management, process design, facility design and construction management for leading multinational companies.

PM Group requests all staff and independent Services Providers (ISP) personnel working on our behalf not to accept any gifts from suppliers, vendors or construction contractors.

- All suppliers, vendors and construction contractors are requested not to offer any gifts of any type to any PM Group personnel whether they are based in our offices, on our sites or located in one of our customers' premises.
- PM Group personnel are requested not to accept invitations from suppliers, vendors and construction contractors to any event overseas without prior approval from a PM Group Director
- During an active period of a tender or final account / claim resolution, PM Group personnel should not accept any invitation to events by the particular supplier, vendor or construction contractor involved, without prior approval from a PM Group Director.

We are committed to reviewing this statement annually, taking into account current and potential future business needs.

Signed:

A handwritten signature in blue ink that reads 'Susanne Jeffery'.

Date:

February 2025

Susanne Jeffery
Chief People and Culture Officer