



## Diversity and Inclusion Policy

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

### **At PM Group, inclusion and diversity are core to our culture and values.**

Wherever we work, we commit to a culture of mutual respect and belonging by building a truly inclusive workplace, rich in diverse people, talents and ideas. Valuing the contributions of all our people and respecting individual differences will sustain our growth into the future.

Our people bring diverse backgrounds, perspectives, cultures and innovative ideas which enable us to achieve our Vision to build a more sustainable world with our clients.

We believe diversity and inclusion (D&I) is everyone's responsibility. Our commitments to D&I are structured under the following four pillars so that together we can enable everyone in PM Group to reach their full potential and create great working environments:

- **Inclusion, Belonging and Authenticity**  
Encourage and promote behaviours that support D&I to ensure everyone can be authentic and feel a strong sense of belonging at PM Group.
- **Fairness of Opportunity and Experience for All**  
Ensure consistency, transparency and fairness during the full employee life cycle including hiring, performance reviews, career progression, etc.
- **Collaboration and Integrating Differences**  
Promote a real appreciation of the benefits that diverse teams bring to the organisation and embed processes to ensure truly diverse and inclusive teams.
- **Valuing a Diversity Climate**  
Educate and communicate what D&I means and provide training so that we are equipped with the knowledge and tools to build a respectful workplace.

This D&I Policy applies to all aspects of our business and covers PM Group employees, our clients/ customers, partners and sub-consultants.

We are committed to reviewing this policy annually, taking into account feedback from our employees and stakeholders, current and potential future business needs and any changes to legislation.

*PM Group Corporate Responsibility Policy Doc no. 010-PL-007 is available to all personnel on the company intranet. The main commitments are summarised above.*

**Signed:**

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

**Date:**

February 2025

Susanne Jeffery  
Chief People and Culture Officer