



Dignity at Work

PM Group is an international project delivery company operating across Europe, Asia and the USA. We have a 53 year track record in project management, process design, facility design and construction management for leading multinational companies

The primary purpose of this policy is to demonstrate PM Group's commitment to prevent any form of bullying, harassment and sexual harassment and to provide a safe and harmonious work environment where everyone is treated with dignity and respect.

- This policy applies to employees both in the workplace and in the course of their employment, including at external training related to work and work related events (including work social events) whether on PM Group premises or not
- This policy applies to bullying, harassment and sexual harassment not only to fellow employees but also by or to a non-employee, client, customer or other business contact with whom an employee might reasonably be expected to come into contact in the course of their employment

At a minimum, PM Group will adhere to all laws relevant to bullying, harassment and sexual harassment in all the jurisdictions in which we operate.

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

Susanne Jeffery

Chief People & Culture Officer, PM Group

February 2026

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