



## Confidential Disclosure

**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.**

PM Group is committed to high standards of openness and accountability. However, we acknowledge that all organisations face the risk of their activities going wrong occasionally or of undetected misconduct or wrongdoing.

Concerns about any aspect of PM Group's work, or those who work for or provide services to PM Group should be raised using the procedure.

Where determined appropriate by PM Group, the disclosure may:

- Be investigated by appropriate management representatives, internal audit or through the disciplinary process;
- Be investigated by an independent third party appointed by PM Group;
- Be referred to an appropriate local police or other appropriate authority (for example, a regulator);
- Be referred to an external auditor;
- Be dealt with by a combination of the above as deemed appropriate by PM Group.

In order to protect individuals and those accused of misdeeds or possible malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. If urgent action is required this will be taken before any investigation is conducted.

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

**CEO, PM Group**

**March 2026**

A handwritten signature in blue ink, appearing to read 'Andrew', enclosed in a thin black rectangular border.