



Modern Slavery and Human Trafficking Statement

PM Group recognises that it has a responsibility to take a robust approach towards modern slavery and human trafficking. This Statement sets out PM Group's actions to understand potential modern slavery risks to its business in the UK and to put in place steps that are aimed at ensuring there is no modern slavery or human trafficking in its own business and its supply chains. This Statement has been published in accordance with section 54 of the UK Modern Slavery Act 2015 and applies to the financial year ending 31 December 2023

Our Business

PM Group is a 100% employee owned international project delivery company operating across Europe, the USA and Asia. We have a 51 year track record in providing architecture and engineering design, project management, construction management and consultancy services for leading multinational companies. We are leaders in the pharmaceutical, food, mission critical, medtech, advanced manufacturing and energy sectors.

Structure of Supply Chain

PM Group's direct supply chain consists primarily of suppliers* of equipment and consumable items supporting the ongoing operation of our offices as well as professional consultants to support the provision of our services to our clients.

**Throughout this document, the term Supplier may be considered synonymous with Vendor, Contractor, Sub contractor or Sub consultant.*

Our Policies

PM Group is committed to implementing and enforcing effective systems and controls to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

PM Group is committed to complying with relevant policies including:

- *Modern Slavery Policy*
- *Human Rights policy*
- *Equal Opportunities policy*
- *Recruitment and Selection policy*
- *Dignity at Work policy*
- *Code of Ethics policy*
- *Confidential Disclosure policy*
- *Supplier Code of Conduct*

Due Dilligence

PM Group will not utilise the services of suppliers who have links to modern slavery and human trafficking. As part of this commitment, PM Group undertake due diligence when considering engagement with new suppliers and regularly review our existing supply chain.

Risk Assessment & Management

Our Modern Slavery Working Group meets quarterly to progress our goals. In order to fully assess our risk, a mapping exercise has commenced of our direct suppliers. This will allow us to categorise our supply chain and identify any risks further down the chain. Once concluded, a full risk assessment will be conducted, and actions identified where necessary to reduce risk and ensure compliance.

We are also reviewing our internal processes when engaged as professional consultants providing procurement services to clients.

Training for Employees

Communication of this Statement and the associated policies is important as they outline both employee and employer responsibilities to comply with the UK Modern Slavery Act 2015. Therefore, this Statement forms part of the standard PM Group on-boarding.

In 2023 we successfully piloted E-Learning on modern slavery to senior stakeholders across the UK and Group. In 2024 training will be rolled out to current and future staff.

Measuring Effectiveness

We encourage the reporting of any issues or concerns, internally via Confidential Disclosure or externally via integrity@pmgroup-global.com.

Since the 2023 statement, no reported instances of Modern Slavery within the business or supply chain have been received.

The pilot of our Modern Slavery E-learning achieved a 100% completion rate.

We are further developing both qualitative and quantitative indicators to ensure effectiveness of our policies and procedures governing modern slavery risks.

Goals for 2024

Throughout 2024 PM Group plan to undertake the following activities:

- *Progress mapping exercise and develop plan to assess risk as well as review our contractual obligations (where necessary)*
- *Continue to improve modern slavery awareness amongst senior management and anyone managing supply chains via e-learning.*

Approval

PM Group Directors shall be responsible for the application of this Statement and for ensuring all activities comply with the UK Modern Slavery Act 2015. PM Group will provide adequate resources, training and investment to ensure successful application of this Statement throughout the next financial year.

This Statement was reviewed and approved by the organisation's UK Board of Directors; and is signed on behalf of the Board by:

Signed:



Anthony O'Rourke
Chief Executive Officer

PM Group

Date: June 2024