

## 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 2025

### Our Business

PM Group is a 100% employee owned international project delivery company operating across Europe, the USA and Asia. We have a 53 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 Diligence

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 of our direct suppliers started in 2025. This will allow us to categorise our supply chain and identify any risks further down the chain. Once concluded, a risk assessment will be conducted, and actions identified where necessary to reduce risk and support compliance.

### 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 2025, mandatory Modern Slavery e-learning training was rolled out to all UK employees and also included in onboarding for new joiners.

### Measuring Effectiveness

We encourage the reporting of any issues or concerns, internally via Confidential Disclosure or externally via [integrity@pmgroup-global.com](mailto:integrity@pmgroup-global.com). Since the 2025 statement, no reported instances of Modern Slavery within the business or supply chain have been received.

The Modern slavery training achieved a 90% completion rate by 31 December 2025.

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

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### Goals for 2026

Throughout 2026 PM Group plan to undertake the following activities: Finalise and publish a Group Modern Slavery Policy  
Instigate a wider roll out of the Modern Slavery e-learning to raise awareness amongst senior management, HR and key personnel who may interact with our supply chain globally.

### 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 2026