

## Community Support

PM Group recognises that business success is intrinsically linked to a fair and thriving society. We are committed to giving back to the communities in which we operate and empowering our employees to do the same. We believe in using our skills, knowledge, resources and goodwill to the benefit of our communities in impactful ways.

The **Guiding Principles** of our **Community Programme** are

- Using our skills for the benefit of our communities
- Supporting communities close to the offices/sites where we work
- Focus on supporting Education and promoting STEM (Science, Technology, Engineering and Mathematics)
- Supporting disadvantaged groups, health, employment and environmental initiatives
- Autonomy for each office
- An employee led programme

Our **Community Programme** is divided into a number of key areas –

- **Skilled Pro Bono Support**
- **Volunteering**
- **Employee Initiatives**
- **Financial Support / Donations**

Our **Community Programme** is part of our wider **Environmental, Social & Governance ethos** and is underpinned by a roles and responsibilities structure across our offices. We provide support, guidance and time to all those involved in delivering our **Community Programmes**.

We believe supporting our communities benefits our people, our business and the wider society and we continue to adapt our approach as needs change.

**Anthony O'Rourke**  
CEO, PM Group

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