



Code of Ethics

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.

At PM Group we expect every employee to act in a fair, diligent and conscientious manner, which demonstrates uncompromising integrity and respect, when dealing with customers, suppliers, business partners and each other.

Employees, agents and representatives of PM Group are required to comply fully with all laws and regulations applying in the jurisdictions in which they operate.

To facilitate this, PM Group Companies are required to provide their employees with sufficient information regarding the following:

- All relevant local legal and regulatory requirements
- Employee's rights and obligations under these laws and regulations
- Steps to be followed by employees when they consider that they have issues in these areas
- Company procedures for investigation where concerns are raised
- Internal disciplinary standards for breaches of these regulations

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

A handwritten signature in blue ink, appearing to read 'Anthony O'Rourke', written over a light blue rectangular background.

Anthony O'Rourke
CEO, PM Group

March 2026