



Equal Opportunities

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

The primary purpose of this policy is to demonstrate PM Group's commitment to equality of opportunity for existing and potential employees by promoting a work environment free from discrimination in the areas below:

- Access to employment
- Conditions of employment
- Training or experience for or in relation to employment - Promotion or re-grading or
- Classification of posts

PM Group is committed to equality of opportunity for all job applicants and selects those suitable for employment on the basis of merit, qualifications and ability to perform the job.

Career development, promotion opportunities and training are open to all employees of the company.

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

Susanne Jeffery
Chief People & Culture Officer, PM Group

February 2026

A handwritten signature in blue ink that reads 'Susanne Jeffery'.