



Sustainable Procurement Policy

PM Group is an international project delivery company, providing architecture and engineering design, project management, construction management and consultancy services across a variety of sectors.

PM Group is committed to maintaining high standards of business conduct, respecting human rights and protecting our natural environment. We expect all of our suppliers to meet or exceed our standards and the principles set out in this policy.

Business Conduct & Ethics	Health & Safety	Human Rights & Social Impact	Environment
<ul style="list-style-type: none"> • Prevent any form of bribery, corruption or extortion • Do not facilitate money laundering • Do not engage in any anti-competitive practices • Avoid conflicts of interest • Comply with applicable laws and regulations 	<ul style="list-style-type: none"> • Provide safe products and services • Provide a safe and healthy working environment for employees 	<ul style="list-style-type: none"> • Support the protection of internationally proclaimed human rights • Eliminate forced or compulsory labour • Do not use any form of child labour • Provide fair wages • Ensure compliant working hours • Do not engage in any form of discrimination • Implement grievance procedures • Ensure all worker's rights are respected • Use local production where possible 	<ul style="list-style-type: none"> • Manage environmental impacts responsibly • Reduce waste and minimise use of valuable resources • Reduce the impacts of products or services used • Prepare environmental mitigation plans • Implement environmentally friendly technologies. • Ensure responsible use of conflict minerals • Facilitate whole life costing

Compliance with the principles set out in this policy is a required condition to inclusion on PM Group's Approved Supplier List. Suppliers of goods or services to PM Group shall also ensure that their own supply chain complies with this policy.

PM Group will communicate this policy to all of our key suppliers and will review this policy regularly in line with best practice in the area of sustainable procurement.

Signed:

Date:

January 2024

Anthony Rourke
CEO, PM Group