



## 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.

*PM Group Community Support Policy Doc no. 010-PL-007 is available to all personnel on the company intranet. The main aspects are summarised above.*

**Signed:**



**Date:**

February 2024

Anthony O'Rourke  
CEO, PM Group