



Modern Slavery & Human Trafficking Statement

PM Group recognises that it has a responsibility to take a robust approach towards modern slavery and human trafficking. This Statement sets out PM Group's actions to understand all potential modern slavery risks to its business and to put in place steps that are aimed at ensuring there is no modern slavery or human trafficking in its own business and its supply chains. This Statement has been published in accordance with section 54 of the UK Modern Slavery Act 2015 and applies to the financial year ending 31 December 2021.

Our Business

PM Group is a 100% employee owned international project delivery company operating across Europe, the USA and Asia. We have a 49 year track record in providing architecture and engineering design, project management, construction management and consultancy services for leading multinational companies. We are leaders in the pharmaceutical, food, mission critical, medtech, advanced manufacturing and energy sectors.

Structure of Supply Chain

PM Group's supply chain consists of vendors for various types of equipment and materials; contracting services for construction trades and professional consultants. In addition, our supply chain will also include suppliers* of equipment and consumable items supporting the ongoing operation of our offices.

**Throughout this document, the term Supplier may be considered synonymous with Vendor, Contractor, Sub contractor or Sub consultant.*

Our Policies

PM Group is committed to implementing and enforcing effective systems and controls to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

PM Group is committed to complying with relevant policies including:

- *Modern Slavery and Human Trafficking Statement*
- *Human Rights policy*
- *Equal Opportunities policy*
- *Recruitment and Selection policy*
- *Dignity at Work policy*
- *Code of Ethics policy*
- *Confidential Disclosure policy*
- *Sustainable Procurement policy*

Assessment of Supply Chain

PM Group will not utilise the services of suppliers who have links to modern slavery and human trafficking. As part of this commitment PM Group undertake due diligence when considering engagement with new suppliers and regularly review our existing supply chain. Further details on due diligence processes (including the supplier pre-qualification and approvals process) are included in the full Statement available on PM Group's management system.

Risk Assessment & Management

Being a wholly employee owned organisation, we believe that the risk of modern slavery and human trafficking within our organisation is low as a result of our stringent policies, procedures and practices developed over nearly 50 years. In 2022, we plan to review our processes in order to identify any potential risks of modern slavery within our business and supply chain.

Measuring Effectiveness

Following the review of our processes, we will be in a position to develop KPIs to monitor and report on the effectiveness of our policies and procedures governing modern slavery risks.

Training for Employees

Communication of this Statement and the associated policies is important as they outline both employee and employer responsibilities to comply with the UK Modern Slavery Act 2015. Therefore, this Statement forms part of the standard PM Group on-boarding. In 2022, we plan to conduct an Employment Law training for Line Managers, which will include a modern slavery awareness module.

Goals for 2022

Throughout 2022 PM Group plan to undertake the following activities:

- *Set up a Modern Slavery Working Group who will:*
 - *Be responsible for annual updates to the modern slavery Statement,*
 - *Meet quarterly to review our strategy for preventing modern slavery and progress our annual goals.*
- *Continue to improve modern slavery awareness amongst UK employees.*
- *Review our processes in order to identify any potential risks of modern slavery within our business and supply chain.*
- *Following the review of our processes, develop KPIs to monitor and report on the effectiveness of our policies and procedures governing modern slavery risks.*

Approval

PM Group Directors shall be responsible for the application of this Statement and for ensuring all activities comply with the UK Modern Slavery Act 2015. PM Group will provide adequate resources, training and investment to ensure successful application of this Statement throughout the next financial year.

This Statement was reviewed and approved by the organisation's UK Board of Directors; and is signed on behalf of the Board by:

Signed:

Dave Murphy
Chief Executive Officer
PM Group

Date: May 2022

