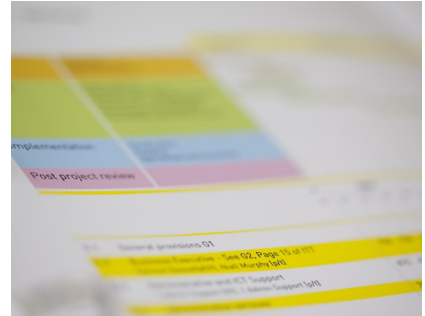




## Confidential Disclosure

PM Group is an international project delivery company operating across Europe, Asia and the USA. We have a 48 year track record in project management, process design, facility design and construction management for leading multinational companies.



PM Group is committed to good practice and the highest possible standards and wants to be supportive of employees. Concerns about malpractice within the organisation which could affect customer, service users, members of the public or other personnel should be raised using the procedure.

Where appropriate, the matters raised may:

- Be investigated by appropriate management representatives, internal audit or through the disciplinary process.
- Be referred to an appropriate local police or other authority
- Be referred to an external auditor
- Form the subject of an independent enquiry or a combination of the above.

In order to protect individuals and those accused of misdeeds or possible malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. If urgent action is required this will be taken before any investigation is conducted.

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

**Signed:**

**Date:**

January 2021

Dave Murphy  
CEO