



Anti-Bribery & Anti-Corruption

PM Group is an international project delivery company operating across Europe, Asia and the USA. We have a 51 year track record in project management, process design, facility design and construction management for leading multinational companies.

PM Group policy is to conduct our business in an honest and ethical manner. We do not under any circumstances condone or tolerate bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealing and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.

We will adhere to all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate.

The policy sets out:

- PM Group's responsibilities and of those working for us, in observing and upholding our position on bribery and corruption
- Provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.

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

Signed:

A handwritten signature in blue ink, appearing to read 'Anthony O'Rourke', written over a light blue horizontal line.

Date:

January 2024