

## EQUAL OPPORTUNITY POLICY

At PMG, we know that our people are fundamental to our success. We believe that championing equality and diversity and investing in welfare and development are the keys to creating a workplace that our people feel proud of and where they feel valued and empowered to give their best.

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### OUR COMMITMENT

Give equal treatment to all current and potential employees, regardless of sex, race, disability, sexual orientation, religion or belief, age, gender assignment, marriage or civil partnership, pregnancy, maternity, or paternity.

Provide suitable training and development opportunities and support.

Provide a framework for regular employee reviews with their seniors.

Provide suitable working environments as per our health and safety policies.

Take a “zero tolerance” approach in dealing with bullying and harassment in the workplace.

Maintain and enforce robust disciplinary procedures to ensure the fair treatment of all employees.

Maintain robust procedures about grievances and whistleblowing and promote the appropriate use of such procedures openly and fairly.

Provide appropriate remuneration and benefits for every employee. Provide appropriate support for employees suffering from medical conditions and assist with managing their return to work.

Ensure all employees know their responsibilities about health, safety, quality, environment, and all other procedures.

Provide training for managers to ensure that all employees are treated fairly and in accordance with the company’s policies.

Comply with both the spirit and the letter of all relevant employment law.

Ensure that the company values are understood and adopted by all.