

Introduction

PMC is committed to the highest standards of integrity, transparency, and accountability. This policy provides a basis for employees, subcontractors, suppliers, and other stakeholders to raise concerns about any wrongdoing in a safe and confidential manner.

This policy applies to all employees, contractors, consultants, suppliers, and third parties involved with PMC Construction & Development Services Ltd.

The type of concerns that can be raised include, but are not limited to:

- Health and Safety Violations: Unsafe practices or breaches of health and safety laws.
- Legal or Regulatory Breaches: Violations of laws, regulations, or company policies.
- Fraud or Financial Misconduct: Misappropriation of funds, bribery, or financial irregularities.
- Environmental Damage: Actions that cause significant harm to the environment.
- Discrimination or Harassment: Any form of workplace bullying, harassment, or discrimination.
- Other Unethical Practices: Breaches of professional standards or ethical conduct.

Confidentiality

PMC Construction & Development Services Ltd is dedicated to ensuring that anyone raising a concern is protected from retaliation, harassment, or victimisation. All reports will be treated with strict confidentiality, and any Information will only be shared on a need-to-know basis to facilitate a thorough investigation.

In addition, concerns can also be reported anonymously, though providing contact details may assist in follow-up.

Employees and associates can report any concerns confidentially to Stephen Cripps, Managing Director for PMC, at scripps@pmconstruction.co.uk or Matthew McGee, Finance Director for PMC, at matthewmcgee@pmconstruction.co.uk

If internal reporting is not appropriate, individuals can also contact external authorities; such as:

- Health and Safety Executive (HSE)
- Financial Conduct Authority (FCA)
- Environment Agency (EA)

Investigation Process

- Acknowledgment: Receipt of the report will be acknowledged.
- Investigation: A thorough, fair, and impartial investigation will be conducted.
- Outcome: A summary of the findings and actions taken will be shared with the whistleblower, subject to legal and confidentiality constraints.

Protection Against Retaliation

PMC Construction & Development Services Ltd strictly prohibits retaliation against anyone who reports a concern in good faith.

Disciplinary action, up to and including dismissal, will be taken against anyone found retaliating.

While this policy encourages the reporting of genuine concerns, any individual found to have knowingly made a false or malicious allegation will face disciplinary action.

Approval for this Statement

This statement was approved by the Board of Directors of PMC Construction & Development Services Ltd.

For and on behalf of the Board of Directors of PMC Construction & Development Services Ltd:

Steve Cripps

Managing Director

Date: November 2024