

PMM Group (PMM) - Community Investment Policy

PMM's Approach to Charitable Giving

Our Community Investment policy sets out a framework through which PMM can conduct all of its charitable giving in a responsible, ethical and structured manner. We will support charities and charitable activities in which our financial support and volunteering can make a real difference. We encourage our employees to engage in these activities, as part of our PMM's wider Corporate Responsibility Strategy. Charitable giving covers a broad spectrum of giving that is not confined to financial donations alone but also includes the donation of materials and the volunteering of time and skills.

Oversight Responsibility

The PMM partners are ultimately responsible for oversight of the company's charitable giving activities with the day to day responsibilities being performed by the respective Charity Champions in London and Berlin.

Each year, the partners and Charity Champions will evaluate PMM's charitable giving initiatives:

- Assessing what the company and individual staff members have achieved and the impact made on the specific project or charity
- Confirming its donations have been spent appropriately and in the manner intended
- Determining whether support of the selected organisations and charities should continue
- Producing a report detailing the initiatives undertaken and the impact made.

This policy will be reviewed annually by PMM partners and may be updated at any time to reflect a change in circumstance, organisation or strategy of PMM or of those to whom PMM is providing charitable support. Any changes will be recommended for adoption and approved by the partners.

Charitable Giving Criteria

- PMM and the Charity Champions determine the types of organisations and interests it chooses to support. At present, the focus is in the area of helping people where homelessness is an issue.
- PMM will aim to support specific projects and activities within a charity or non-profit organisation as opposed to general financial support or funding toward overhead and administrative costs.
- PMM will support organisations local to its areas of operation and with which it can establish a 'partnership' through a combination of committed funds and participation in their charitable activities through volunteering and other support. In return, PMM expects to be kept regularly updated on the organisation's activities and the impact the charitable contribution is having.
- PMM aims to develop long term relationships with charities and non-profit organisations and to that end will channel the majority of its effort on a few organisations where it believes it can contribute something and make a difference. PMM will provide support to these charities and non-profit organisations for a period of up to two years and longer if the partners and Charity Champions deem it appropriate.
- PMM will not support organisations that discriminate on the basis of age, sex, race, religion, nationality, sexual orientation, or disability with respect to employment, volunteer participation, or the provision of services.

- PMM will not provide financial support for individuals, political candidates, and political campaigns, or entities that are not non-profit organisations.

Employee Engagement

PMM encourages employee involvement and engagement in charitable giving and has adopted the following policies:

- Support: PMM will support and encourage its employees, whether as individuals, groups or teams, to become involved in charitable giving or work with charities and non-profit organisations whether through the company or in their local communities.
- Match funding: If an individual or a team from PMM takes part in a fund raising activity for a charity whose objectives are in line with the company's policy, then PMM will match fund an individual up to £250 or a team up to £1,000 per financial year.
- Volunteering: PMM will allow each employee to take a maximum of one day's paid leave to undertake volunteering work for a charity or non-profit organisation whose objectives are in line with this policy. This applies on a pro rata basis for part-time employees. The charity or non-profit organisation does not need to be one of PMM's chosen charities.

This Policy has been adopted by PMM and is regularly reviewed and updated.