

PMM Group (PMM) – People Policy

PMM have clear values of how people should be managed and our People Policy formalises our approach to caring for people and sets guidance as to how we should operate.

We focus on:

- Ensuring that we comply with all relevant statutory, legal and regulatory requirements and having the necessary policies in place
- Embedding our company culture through our PMM Values
- Offering fair and equal treatment to all employees
- Providing the environment and resources that will enable all employees to advance on merit with due regard to their talents and skills. We encourage employees to develop personally and professionally through formal training, challenging work assignments and holding annual performance reviews
- Offering pay and benefits that are fair and competitive and reward individual performance and contribution. Excellence, innovation and quality are recognised
- Creating an environment that is based on the prevention of corruption by promoting a culture of openness and honesty in all activities. We have a Whistle Blowing Policy so that employees can raise any concerns
- Ensuring that the working environment is both physically comfortable and safe
- Ensuring the wellbeing of employees. PMM cares about the health and welfare of all our employees, offering support in personal and work challenges and providing leading health and welfare benefits
- Ensuring that any concerns and opportunities are quickly identified through providing an 'open door' policy. Our Managers/Partners facilitate effective communication with all employees to ensure there is a continual flow of ideas throughout PMM. Promotion of ideas and suggestions to working improvements and new opportunities are encouraged through employee meetings and employee feedback
- Actively supporting our employees to support various charities, whether through fundraising or volunteering. PMM allows each employee to take a maximum of one day paid leave to undertake volunteering work for local charities.

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