

Code of Conduct & Ethics

At PM Healthcare, we are committed to conducting business ethically, responsibly, and with integrity in everything we do.

We expect all employees, contractors, suppliers, and business partners to uphold the highest standards of professional conduct and to act in accordance with applicable laws, regulations, and ethical business practices.

Our approach is built around the following core principles:

Integrity & Ethical Conduct

We conduct business honestly, fairly, and transparently. We maintain a zero-tolerance approach to bribery, corruption, fraud, and unethical behaviour.

Respect & Inclusion

We are committed to creating a respectful, inclusive, and professional working environment that values diversity and equal opportunity.

Compliance & Accountability

We comply with all relevant legal, regulatory, and contractual obligations and expect those working with us to do the same.

Data Protection & Confidentiality

We are committed to protecting confidential information and handling personal data responsibly and securely in accordance with applicable data protection laws.

Information Security

We maintain appropriate information security and cybersecurity measures to protect our systems, data, clients, and business operations.

Human Rights & Modern Slavery

We support fundamental human rights and oppose all forms of modern slavery, forced labour, child labour, and exploitation within our business and supply chain.

Sustainability & Corporate Responsibility

We aim to operate responsibly and sustainably, minimising environmental impact where reasonably practicable and supporting ethical business practices throughout our operations.

Speaking Up

We encourage employees and stakeholders to raise concerns regarding unethical, illegal, or inappropriate conduct without fear of retaliation.

We regularly review our policies, procedures, and compliance controls to ensure they remain effective and aligned with current legal and industry standards.

For further information regarding our compliance framework or corporate policies, please contact: servicedelivery@pmhealthcare.co.uk.

Policy Review Date: May 2027