

Equality, Diversity & Inclusion Statement

PM Healthcare is committed to promoting equality, diversity, and inclusion across our business activities and working relationships.

We believe that a diverse, inclusive, and respectful environment supports better collaboration, innovation, and professional engagement.

We are committed to:

- Treating all individuals fairly, professionally, and with respect;
- Promoting equal opportunities;
- Creating an inclusive working environment free from discrimination, harassment, bullying, and victimisation;
- Encouraging diversity of thought, background, and experience;
- Supporting a culture of dignity, professionalism, and mutual respect.

We do not tolerate unlawful discrimination on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other protected characteristic.

We expect employees, suppliers, contractors, and business partners to uphold the same standards of respectful and ethical conduct.

PM Healthcare is committed to continually reviewing and improving our practices to support equality, diversity, and inclusion across our organisation and stakeholder relationships.

Statement Review Date: May 2027