
PSMG LIMITED HUMAN RIGHTS POLICY STATEMENT

At PSMG, we are committed to upholding human rights and addressing the risks of modern slavery and human trafficking in all our business activities and throughout our supply chain. This policy reflects our core values of trust, quality, and confidence, and applies to all employees, clients, suppliers, contractors, and subcontractors. Our Human Rights Policy sets out our position in line with internally recognised human rights principles and is made available for all employees, and to all clients and contractors reminding them of their responsibilities towards the prevention of modern slavery and human rights abuses.

Our Organisation

PSMG operates in the UK and delivers professional services across a variety of sectors. We partner with subcontractors and suppliers who provide goods and services essential to our work. We recognise that these relationships, if not carefully managed, can present risks of modern slavery and human rights abuses.

Our Commitment

PSMG has a zero-tolerance approach to modern slavery and human trafficking. We do not knowingly work with suppliers or clients in countries where human rights abuses are widespread, nor in areas of political instability that may give rise to active conflict. We extend our human rights and modern slavery policy and expectations to everyone we work with, setting clear standards that we expect all partners to uphold.

Due Diligence and Risk Management

To manage and mitigate risks, we have robust due diligence processes. All subcontractors must complete detailed questionnaires before being vetted by our Management and Finance Controller. These checks ensure that our supply chain partners meet our human rights and modern slavery standards. We also continuously assess areas of our business and supply chain where risks of modern slavery and human trafficking may arise. We take active steps to prevent and address any concerns, including reviewing our suppliers' practices, contractual obligations, and ongoing compliance.

Employee Engagement and Workplace Practices

PSMG believes that a safe, supportive, and transparent workplace is essential to respecting human rights. We employ only those who are legally recognised as employees, self-employed professionals, or registered companies with proper employment contracts. We prioritise the mental and physical wellbeing of our people and maintain an open dialogue on health and safety, work-life balance, and professional development.

Training and Capacity Building

Our Directors and Senior Managers have undertaken modern slavery training to help them recognise risks and ensure proper oversight. We also provide training and resources to all employees, equipping them to identify signs of modern slavery and understand how to report concerns. This culture of awareness helps us maintain high standards and proactively address any potential issues.

Continuous Improvement and Effectiveness

We are committed to continuously improving our approach to modern slavery and human trafficking. We regularly review our policies and practices, measure our effectiveness through audits and stakeholder feedback, and resolve any concerns promptly. Our performance is monitored to ensure that we remain vigilant and proactive in our efforts.

PSMG is dedicated to working only with those who share our commitment to human rights and ethical practices. By fostering trust and accountability, we aim to make a positive impact across our supply chain and wider community.

Jason Silcox



Business Director
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