

PWM UK Ltd is committed to providing a safe and secure working environment for all employees, subcontractors, and visitors on our construction sites. This Safeguarding Policy outlines our commitment to safeguarding the physical and psychological well-being of individuals and preventing harm in the workplace.

This policy applies to all employees, subcontractors, clients, and other stakeholders involved in the Company's projects. It encompasses our construction sites, offices, and any other locations where Company activities take place.

We are committed to implementing systems and processes to ensure that positive action is taken where individuals at risk of harm or abuse are identified. We believe that abuse of children or adults at risk violates fundamental human rights and we are committed to play our part in ensuring that this does not take place within our communities in which we work. In adhering to this policy, in particular we will:

- Include, as part of our contracting processes, obligations to ensure data sharing and safeguarding compliance is in accordance with UK legislation.
- Encourage openness and provide support to anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

All employees and subcontractors are responsible for:

- Adhering to the Company's safety and safeguarding procedures.
- Reporting any concerns or incidents related to safeguarding promptly.
- Cooperating with investigations and taking corrective actions where necessary.

We will conduct regular risk assessments to identify potential hazards and assess the effectiveness of control measures.

We provide training and resources to ensure all employees and subcontractors understand the importance of safeguarding and are equipped to protect themselves and others and have a clear process for reporting safeguarding concerns, and all reports will be thoroughly investigated and appropriate actions taken.

The privacy and confidentiality of individuals involved in safeguarding incidents will be respected and protected.

All safeguarding concerns must be reported promptly to the designated safeguarding officer or manager. The Company will ensure that all reports are handled with discretion and sensitivity.

We are committed to supporting anyone who reports an issue ensuring that they do not suffer any detrimental treatment as a result of reporting their suspicion.

This Safeguarding Policy will be reviewed annually to ensure its effectiveness and relevance. Any updates will be communicated to all employees and stakeholders.

This Safeguarding Policy is a commitment to the safety and well-being of all individuals associated with the Company and is an integral part of our commitment to excellence in construction.

A handwritten signature in black ink, appearing to read "Alex Murphy".

Alex Murphy
Managing Director
25th October 2023