



PAM Group

Doing the right thing for **People** and for **Planet**



2025 Environment, Social & Governance Report

www.pamgroup.co.uk

In this report

Our Commitment

Holistic health and wellbeing solutions	P3
Our range of integrated services	P4
Doing the Right Thing	P5
Our ESG Strategy	P6

Environment

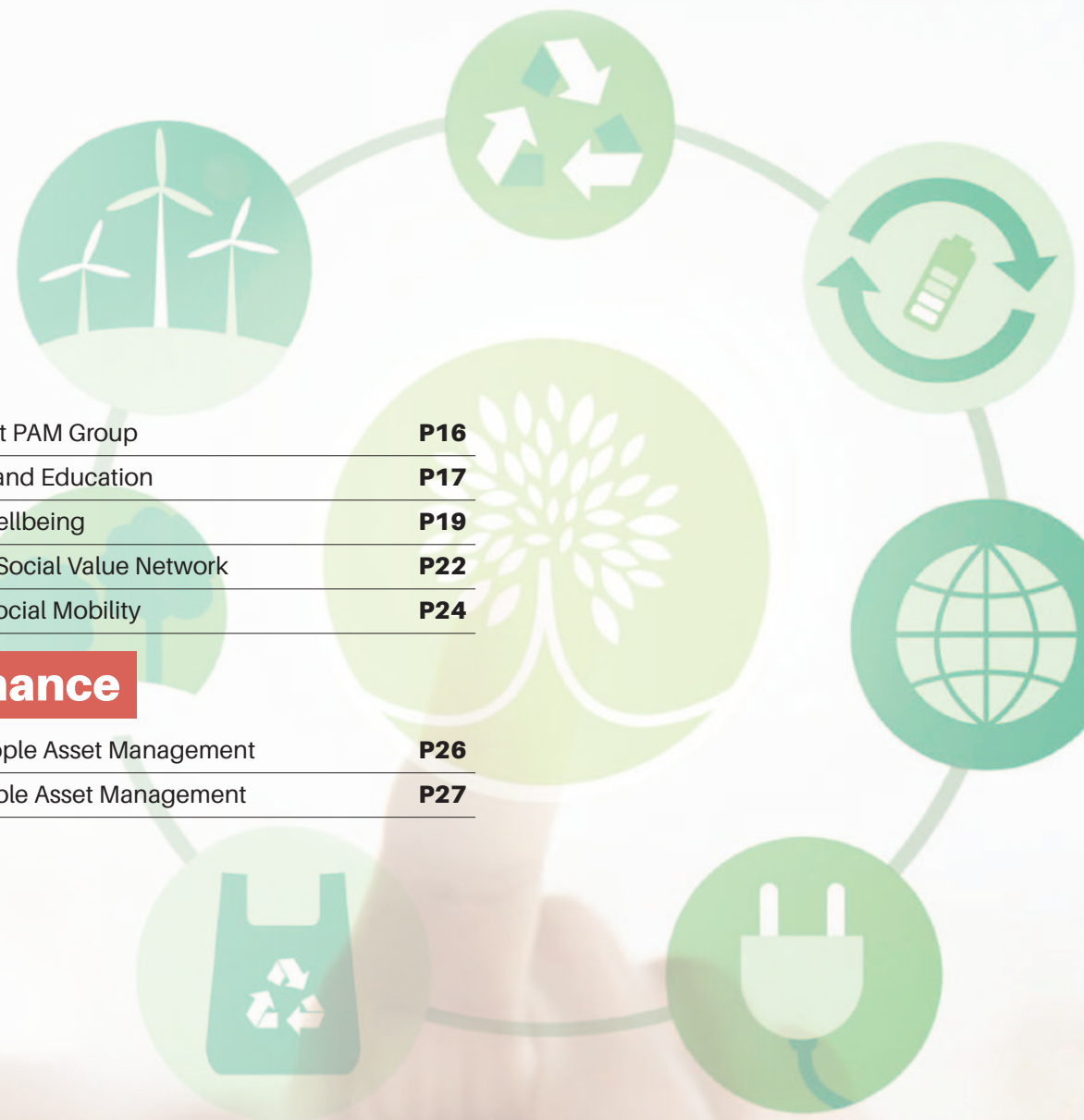
Our Total Environmental Impact	P9
Emission impact by Scope	P10
What does it mean in protecting the environment?	P11
Energy usage and Transition	P12
Supporting a transition to Electric Vehicles	P13

Social

Social Value at PAM Group	P16
Employment and Education	P17
Health and Wellbeing	P19
PAM Group's Social Value Network	P22
Developing Social Mobility	P24

Governance

Culture of People Asset Management	P26
Values at People Asset Management	P27





Our Commitment

Environmental, Social, and Governance (ESG) initiatives constitute a fundamental component of People Asset Management Group LTD's business growth and evolution. Our company is actively integrating these initiatives into our operations, not only to mitigate risks but also to foster closer collaboration with clients. This transformation is shaping our business into more adaptable, secure, and sustainable environments.

The occupational health industry inherently influences workspaces in a positive manner. Now, it's evident that this industry holds the potential to extend its impact beyond clients' businesses, into broader communities and the natural world.

With a workforce of over 750 employees, People Asset Management Group collaborates with remarkable clients, positively influencing hundreds of thousands of working individuals across Britain. We deeply value this privilege and approach it with utmost seriousness.

At the core of our agenda lie climate action and job creation. In addition to pursuing our own ambitions to maintain industry leadership in these realms, our goal is to empower our customers to enact positive social change.

Through our robust connections with various organizations, we play a pivotal role in promoting sustainability. We engage with customers, communities, and partners to cultivate social value and facilitate their journey towards Net Zero. This involves initiatives spanning decarbonization, biodiversity, and social mobility programs.

The ESG strategy of People Asset Management Group LTD has transitioned from solely risk management to actively generating social value and exploring growth avenues. ESG principles are now seamlessly woven into our business operations, dictating how we deliver services to our clientele.

This report provides insights into our approach to ESG, key measures of success and strategic goals for each of the five pillars of our framework: Operating responsibly, Creating Jobs, Being Inclusive, Sustainability and Wellbeing.



Chris Rigg
CEO

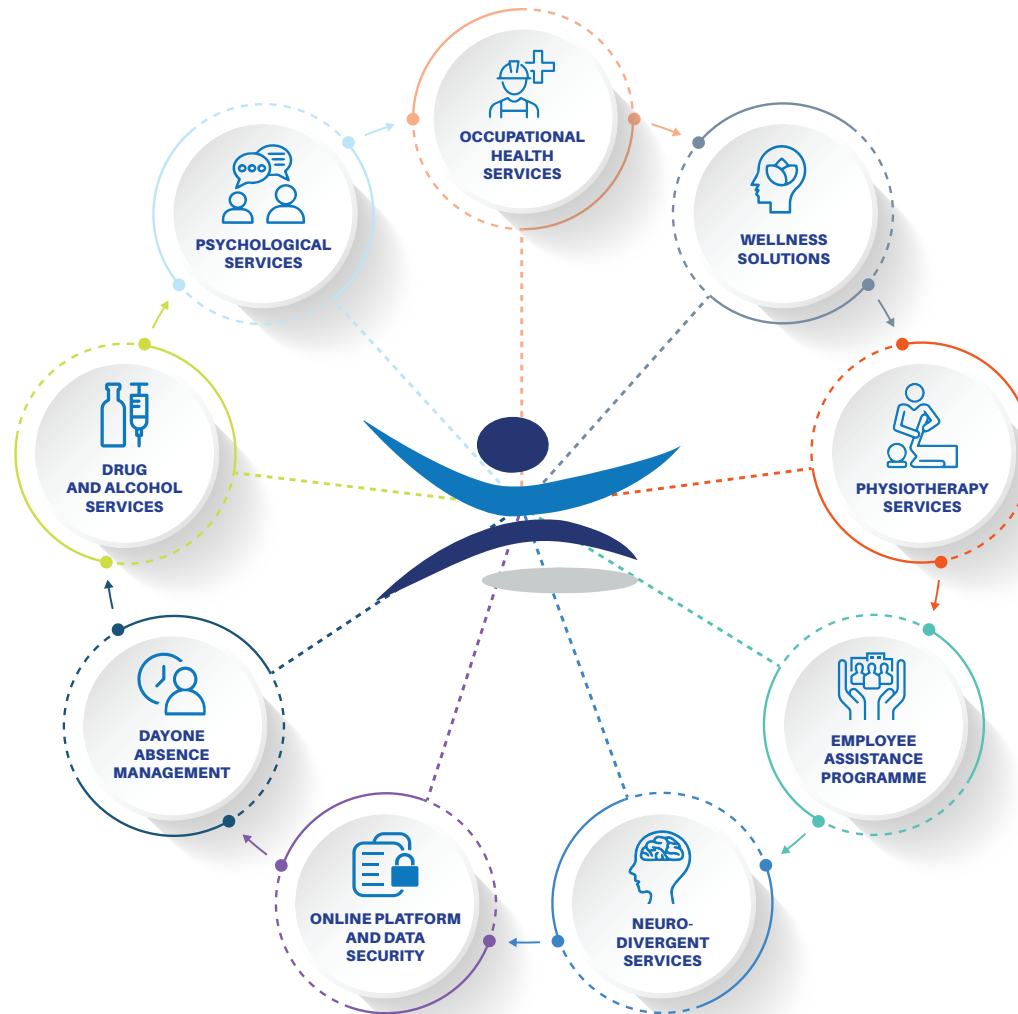
Holistic health and wellbeing solutions

Fully integrated service

Since our inception, we have consistently broadened our range of services, allowing us to offer customized partnership solutions that enhance the well-being, performance, and productivity of our clients' employees. This commitment is exemplified by the establishment of our in-house specialized business operations.

What truly sets us apart is our exceptional approach: we have consciously chosen not to rely on subcontractors for any of our service functions. Instead, we have built an integrated infrastructure that empowers us to operate with agility and efficiency. By keeping every aspect of our operations under our direct control, we maintain a meticulous grip on quality standards, ensuring that our clients receive the highest level of service excellence.

Our unique strategy also enables us to provide competitive pricing with lower margins compared to our competitors. By eliminating the additional costs associated with subcontracting, we optimize our efficiency and cost-effectiveness, passing these advantages on to our clients.





Our range of integrated services



Occupational Health Services:

We provide quality-driven services to prevent workplace injuries and support sickness absence management.



Wellness Solutions:

Tailored solutions to enhance colleague health and well-being, such as stress reduction, resilience building, injury prevention, healthier eating, and increased physical activity.



DayOne Absence Management:

A service for reporting and managing absences from the first day, focusing on reducing short-term absence levels.



Physiotherapy Services:

Comprehensive solutions combining physiotherapy and ergonomics, including telephone triage, guided self-help, physiotherapy treatment, functional capacity evaluations, physical capability assessments, and functional restoration programs.



Drug and Alcohol Services:

Support for employers and employees through preventive screening, including pre-employment, for-cause, and random programs. We provide education, focused rehabilitation management, and support.



Employee Assistance Programme:

A targeted staff benefit to assist colleagues in managing life's challenges. Features include a confidential 24/7 advice line, counseling, CBT, workplace promotion, critical incident response, and online information and support through our mobile app "EAP Everywhere."



Psychological Services:

Our unique stepped care model ensures effective therapy for colleagues to return to normal health and work. Services include guided self-management, counseling, cognitive-behavioral therapy (CBT), eye movement desensitization and reprocessing (EMDR) therapy, and occupational psychology.



Online Platform and Data Security:

Our internally developed online platform, OHIO, integrates all our services. It provides access to Occupational Health, Psychological Services, Physiotherapy, Drug and Alcohol Services, and DayOne Absence Management, ensuring efficient and secure management of data.



Neuro-divergent Services:

We are a leading occupational health provider delivering tailored neurodiversity services to support individuals in the workplace. Our expert team helps foster inclusive, productive environments where neurodiverse talent can thrive.

Doing the Right Thing

Our social value framework serves as the foundation for ESG, sustainability, and social impact across our entire value chain, from investors to new business acquisition, delivering sustainable services, and fostering social impact. Climate action and job creation are central to our ethos. We understand the importance of implementing positive social impact strategies to enhance health, education, equality, and economic growth, while addressing climate change and preserving natural resources.

Aligned with the United Nations Sustainable Development Goals (SDGs), People Asset Management Group LTD advocates for global efforts to protect the planet and ensure universal prosperity. Social value encompasses an organisation's positive impact on society across economic, social, and environmental dimensions. Our framework consists of five pillars, each with specific focus areas, targets, and connections to various SDGs.



Operating Responsibly

It's about understanding and responding to local, national and world trends to meet the expectations of clients, colleagues and other stakeholders which can help manage risks and create opportunities.



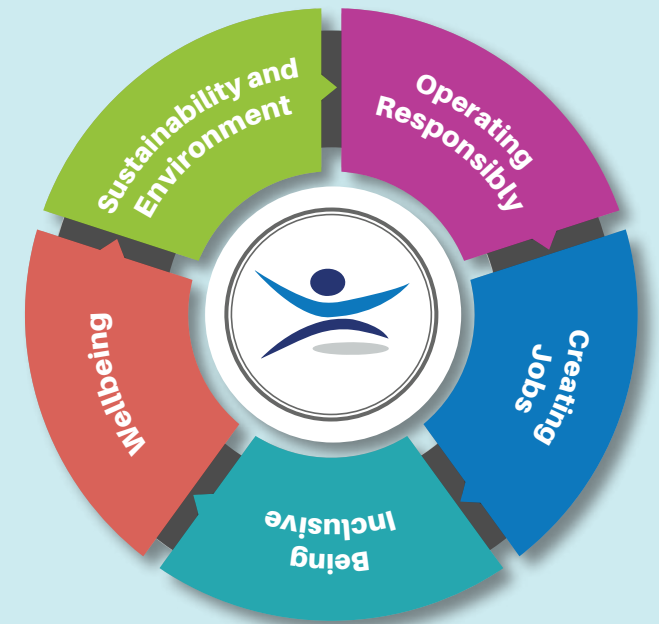
Creating Jobs

PAM is committed to growing and developing its preventative healthcare offering. By listening to clients, colleagues, and understanding societies health needs, PAM will evolve and develop the services it offers to meet these needs.



Being Inclusive

PAM's culture and policies aim to ensure no employee receives less favorable treatment because of their race, sex, religion/belief, disability, marital status, age, maternity/ pregnancy, sexual orientation, gender identity, gender expression or caring responsibilities, or is disadvantaged by conditions or requirements.



Wellbeing

Wellbeing refers to improving the lives of as many people as possible, employees, clients and local communities.



Sustainability and Environment

The future and the health of our communities, clients and employees depends on the sustainable work we do reducing our environmental impact of the business operations as we expand.





Our ESG Strategy

Given the ongoing evolution of the broader ESG landscape, it's vital for us to remain adaptable. Consequently, we're unveiling a new ESG strategy comprising a 10-point plan outlining our objectives over a five-year span and the steps to achieve them. In addition to our internal aims, we're committed to assisting our clients in fostering positive social change, particularly in improving employee health and well-being.

Our ESG strategy places a premium on long-term success, encompassing social, environmental, and economic facets of our operations. By considering the wider impacts of our decisions, we bolster resilience, adaptability to market shifts, and ensure our sustained viability. Furthermore, we're dedicated to demonstrating responsible practices to attract and retain environmentally and socially conscious stakeholders.

For the consistent development of the strategy, our ESG department and Social Value Board assess our ESG strategy and track our progress toward objectives. This ongoing evaluation enables us to refine our practices, meet stakeholder expectations, mitigate risks, and maintain our leadership in sustainability both within our industry and beyond.

Environment

Our sustainability strategy is designed with the overarching goal of not only minimizing our negative environmental footprint but also actively promoting responsible resource management practices. It underscores our acknowledgment of the finite nature of resources and the critical imperative to conserve them for the benefit of future generations.

In essence, our strategy seeks to foster a culture of environmental stewardship and sustainability across all facets of our operations, ensuring that we contribute positively to the health and well-being of our planet while fulfilling our business objectives.

Our Commitments

1. Reduce Scope 1 & 2 emissions

Keep on track to increase energy efficiency of our buildings and move away from fossil fuels across business operations.

2. Reduce Scope 3 emissions

Measure, report and influence emissions across the larger value chain to be parallel with our scope 1 & 2 emission commitments.

3. Circular Economy

Track our water and waste usage across operations to ultimately take measures for reductions.

4. Sustainable Procurement

Promote a safe and fair working environment, human rights and labor standards a long side environmental sustainability in our supply chain.



Social

The company's social strategy focuses on 3 key areas: employment and education, promoting employee wellbeing and health initiatives, and leveraging our workforce to drive social mobility and economic development in both our workforce and surrounding communities.

Consistency is maintained as the People Department continuously monitors and refines this strategy, tracking the success of initiatives to advance its objectives further.

Our Commitments

5. Employment and Education

Retain and develop our talent within house skills development causes as part of our wider development strategy.

6. Health and Wellbeing

Create and promote wellbeing and health initiatives within the workplace and wider community.

7. National Poverty reduction

Use the immense positive attributes of our workforce to better the workforces and communities' economic standings.

Governance

Our governance framework is carefully developed to encourage accountability, transparency, and ethical behaviour throughout our organization. By weaving these principles into our everyday operations, we aim to meet high industry standards while continually looking for ways to improve.

We demonstrate this commitment through ongoing efforts to review and strengthen our policies, improve oversight, and nurture a culture grounded in ethical practices.

Our Commitments

8. Acting responsibly

Maintain and demonstrate the highest levels of ethical stewardship on our business operations.

9. Clinical governance

Clinical governance is paramount in People Asset Management as it ensures adherence to best practices, safeguarding the well-being of clients and maintaining high standards of occupational health care.

10. Workplace culture

Track our water and waste usage across operations to ultimately take measures for reductions.





Environment

“ We are dedicated to being environmental custodians and taking an active role in preserving our planet for future generations. Sustainability is ingrained in our core values, and we recognize that it is our responsibility to operate in a way that minimizes our impact on the environment while also creating economic value.

We continually seek out ways to reduce our carbon footprint, eliminate waste and promote sustainable practices throughout our supply chain. Our aim is to lead by example in sustainability and to inspire others to act towards creating a more sustainable future. ”



Our Total Environmental Impact

Since our baseline year of 2019, we've made steady progress in reducing our environmental impact, achieving a 44.75% reduction in total tCO₂e emissions by 2024. These results reflect our strong commitment to environmental responsibility and mark a meaningful step toward lowering our carbon footprint.

Encouragingly, we're not just meeting but exceeding our Guild-Path targets, which guide us toward Net Zero by 2040. Surpassing these milestones puts us ahead of schedule and raises the exciting possibility of reaching Net Zero sooner than planned. This progress highlights the importance of maintaining momentum across all areas of our environmental strategy.

We've also seen notable improvements in efficiency, with a 73.57% reduction in tCO₂e emissions per £m of turnover—again outperforming our Guild-Path targets. This demonstrates our ability to grow sustainably, delivering more while keeping environmental impact to a minimum.

Between 2023 and 2024, we achieved a further 7.82% reduction in our total carbon footprint, lowering emissions from 332.64 tCO₂e to 306.65 tCO₂e. This progress reflects the impact of initiatives introduced during the year, including smarter energy use, operational improvements, and increased employee engagement in sustainable practices. Emissions per £m turnover also decreased noticeably - from 6.27 to 4.89 - showing our ongoing commitment to separating business growth from environmental impact.

This success is thanks to a combination of measures, such as the continued use of hybrid working models and ongoing efforts to boost efficiency across our operations. While emissions rose temporarily in 2022 as standard operations resumed post-pandemic, we responded quickly with focused ESG initiatives, successfully getting back on track with a downward emissions trend.

Looking ahead, our ESG team remains dedicated to exploring and implementing new strategies to enhance our environmental performance. By weaving sustainability into everyday decisions and long-term plans, we aim to keep making a positive difference - for our organisation, our stakeholders, and the wider communities.

Total Emissions Impact	2019	2020	2021	2022	2023	2024 Target	2024 Actual	2025 Target	Total % reduction
Total Carbon Footprint (tCO₂e)	555.07	176.79	147.45	332.28	332.64	322.67	306.65	291.32	44.75
Guild-path target Emissions (tCO ₂ e)	555.07	527.32	499.56	471.81	444.06	421.86	421.86	400.77	24
tCO₂e per £m turnover	18.5	6.02	3.77	7.38	6.27	5.96	4.89	4.65	73.57
Guild-path target tCO ₂ e per £m turnover	18.5	17.58	16.65	15.73	14.8	14.06	14.06	13.8155	24





Emission impact by Scope

Our commitment to decarbonisation is further evidenced by the significant progress made across all three emission scopes. Since our 2019 baseline, we have achieved an impressive 83.02% reduction in Scope 1 emissions and a 72.65% reduction in Scope 2 (location-based) emissions. These reductions are largely the result of targeted operational improvements, including energy efficiency upgrades, detransition from natural gas usage, and the transition to lower-emission energy tariffs.

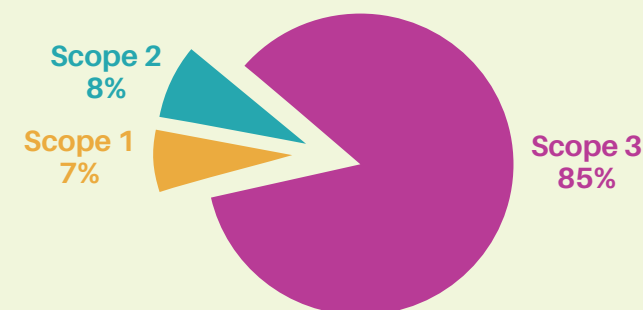
Scope 2 (market-based) emissions have only been recorded from 2022 onwards, coinciding with the formation of our dedicated ESG department. Prior to this, no structured data collection was in place. However, since tracking began, we have delivered a remarkable 44.8% reduction - dropping from 44.06 tCO₂e in 2022 to 24.31 tCO₂e in 2024 - highlighting the effectiveness of strategic electricity procurement and renewable energy sourcing.

Between 2025 and 2024, we recorded a particularly strong year-on-year performance in Scope 1, cutting emissions by more than half - from 44.39 tCO₂e down to 20.16 tCO₂e, a 54.6% reduction. Similarly, Scope 2 (location-based) saw a continued decline, with emissions falling from 44.82 to 39.91 tCO₂e. These figures reflect our deepening integration of sustainability principles into core operations and infrastructure planning.

Despite these achievements, Scope 3 emissions - which comprise the majority of our overall footprint - have proven more resistant to change. In fact, Scope 3 emissions have risen slightly from 238.03 tCO₂e in 2025 to 262.18 tCO₂e in 2024. As shown in the adjacent pie chart, Scope 3 currently accounts for 85% of our total emissions. This highlights the increasing importance of addressing value chain and supplier-related emissions, which are often harder to control but essential to tackle for full Net Zero alignment.

As we move forward, our ESG team is focused on expanding Scope 3 data collection and collaborating closely with partners to influence reductions across the wider value chain. Through this, we aim to achieve a more balanced and comprehensive emissions reduction profile while continuing to deliver strong performance across Scopes 1 and 2.

Emission Scope	2019	2020	2021	2022	2023	2024	Percentage change since baseline (%)
Scope 1	118.69	60.53	58.54	43.53	44.39	20.16	-83.02
Scop 2 (Location)	145.93	47.01	41.56	46.02	44.82	39.912	-72.65
Scope 2 (Market)	n/a	n/a	n/a	44.06	40.214	24.31	-44.06
Scope 3	290.44	69.25	47.35	234.69	238.03	262.18	9.7





What does it mean in protecting the environment?

Total Emission saving of:
248.42 tCO₂e

At PAM Group, our sustainability strategy is thoughtfully designed around two core aims: reducing our environmental impact and promoting responsible resource management. We understand the finite nature of the planet's resources and are committed to protecting them for both current and future generations.

At the heart of our approach is a commitment to environmental responsibility that runs through every aspect of our operations. We strive to ensure that all decisions—big or small—support the health of the planet while also aligning with our business goals. This includes efforts to lower our Scope 1 and 2 emissions by improving energy efficiency and reducing reliance on fossil fuels. We also place strong emphasis on transparency and accountability, particularly in how we measure and influence emissions throughout our value chain.

In line with our commitment to sustainability, we adopt circular economy principles to reduce waste and make better use of resources—driving both efficiency and environmental benefit. We also invest in biodiversity through a dedicated fund that supports the restoration and resilience of natural ecosystems.

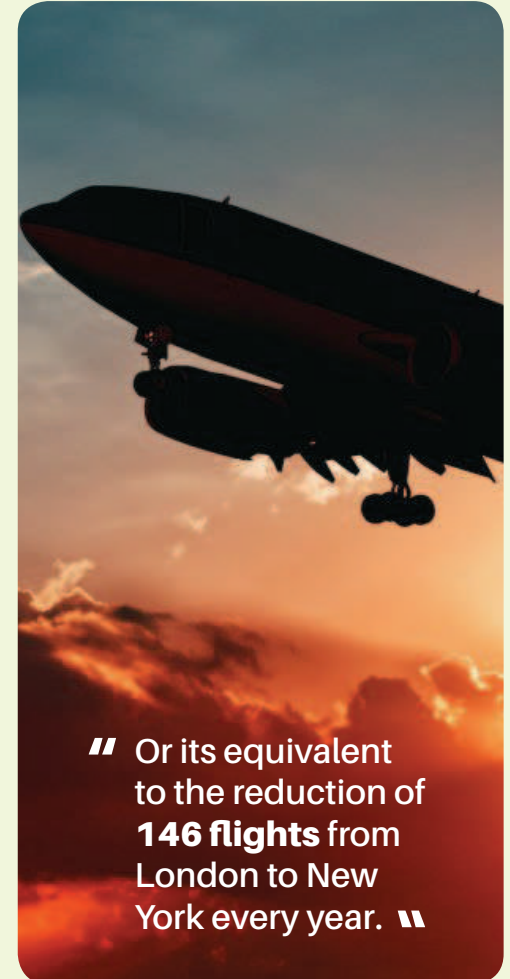
Within our supply chain, we advocate for sustainable and ethical practices. This means championing safe working conditions, upholding human rights, and applying robust environmental standards to ensure a responsible and resilient supply network.

* Information used to calculate the emissions sequestered by trees was provided by Ecotree.green

“ It would take
10096 trees
10 years to absorb
the same amount
of carbon we
have reduced. ”



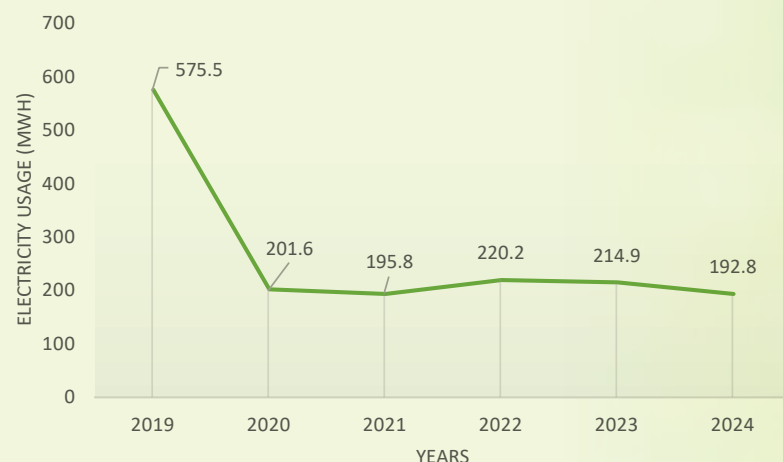
“ Or its equivalent
to the reduction of
146 flights from
London to New
York every year. ”





Energy usage and Transition

Electricity Usage



Since 2019, People Asset Management has reduced our electricity usage by 66.5%, decreasing from 575.5 MWh in 2019 to 192.8 MWh in 2024.

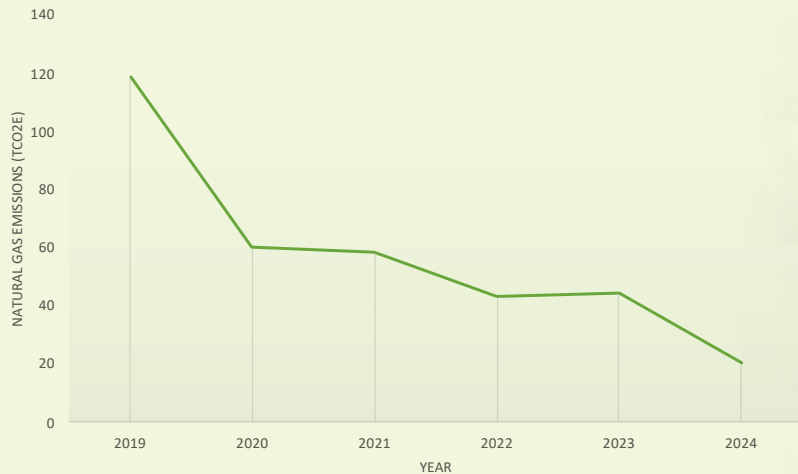
We are very proud of this significant reduction in electricity consumption. While the initial drop in 2020 was largely due to the Covid-19 pandemic limiting access to our sites, we're pleased that our usage has not rebounded to pre-pandemic levels. Instead, it has remained consistently below those levels as our business continues to grow.

This sustained reduction is the result of ongoing efficiency efforts - streamlining business operations and proactively sourcing green electricity tariffs across our estate. As of the 2024 reporting year, **7 out of our 9 owned sites** are powered by green electricity tariffs, and **66% of all electricity used across the business** is sourced from renewable energy.



Energy usage and Transition

Natural Gas Usage



Since 2019, People Asset Management has reduced our natural gas usage by 82.9%, decreasing from 645.6 MWh in 2019 to 110.2 MWh in 2024.

We are very proud of this substantial reduction in natural gas consumption. The initial drop in 2020 was influenced by the Covid-19 pandemic and the reduced use of many of our sites. However, we're especially proud that this lower usage trend has continued, even as our economic activity and operational demands have grown.

This sustained decrease is the result of targeted business process improvements and proactive efforts to identify where natural gas can be completely eliminated from our operations. As of the 2024 reporting year, **2 of our largest sites are fully natural gas-free.**

While we celebrate achieving an 82.9% decrease, we are not resting on our laurels. We are continuing to invest in research, innovation, and infrastructure upgrades to drive this percentage even lower in the years ahead.





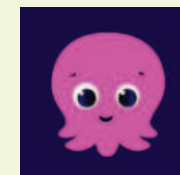
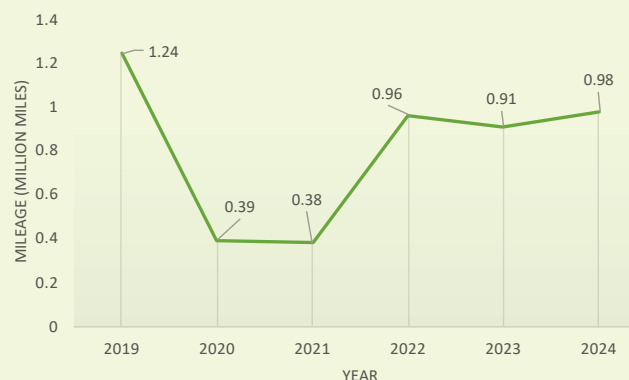
Supporting a transition to **Electric Vehicles**

Since 2019, People Asset Management has reduced fossil fuel vehicle mileage by 21%, from 1.24 million miles to 0.98 million miles in 2024.

Vehicle mileage is a vital part of our operations, as many of our services require face-to-face client interactions at sites across the country. The sharpest drop occurred between 2019 and 2020, largely due to the Covid-19 pandemic, which limited in-person contact. However, even as restrictions eased, our mileage has remained below pre-pandemic levels.

We recognise that vehicle-related emissions are currently one of our biggest operational challenges. Nevertheless, we're proud of the progress made. The continued reduction is due in part to long-term changes in how we work—most notably, the integration of virtual meetings where appropriate, without compromising the quality of our service.

We remain committed to seeking further reductions, including exploring alternative fuels, fleet efficiencies, and digital innovations to reduce our reliance on fossil fuels while still delivering outstanding client care.



Electric Vehicle Salary Sacrifice Scheme

What's included in our electric vehicle scheme?

Brand new or pre-owned electric vehicles

Includes all servicing and maintenance

Fully comprehensive insurance included as standard

Octopus energy on road charging package

Free installation of a charger at home

Complete break down cover



Social

“ At People Asset Management Group, we recognise that our responsibilities extend beyond financial metrics to the broader social impacts we create. Our commitment to social value is rooted in the understanding that our business thrives when our communities flourish. As stewards of social progress, we are dedicated to enhancing the well-being of the communities we serve and ensuring an inclusive, equitable environment for all our stakeholders. ”





Social Value at People Asset Management

At People Asset Management, we are acutely aware of the influence we have not only on our employees but also on the wider community. This awareness has shaped a robust social strategy centered on meaningful, measurable action - whether in professional development, wellbeing, or community support. Our social approach focuses on three core areas: **Education & Employment, Wellbeing & Health, and National Poverty Reduction.**

Education & Employment

We are proud of our significant achievements in training and development. In 2024, we delivered over 24,600 hours of CPD training - far exceeding our target of 5,000. Our anti-discrimination training also surpassed expectations, reaching 838 hours against a target of 750. These figures reflect our deep commitment to retaining and enriching the capabilities of our workforce. However, we acknowledge challenges in expanding apprenticeships, T Levels, and university placements. With only 0.9% of our workforce engaged in these initiatives against a 3% target, we recognize the need to enhance our outreach and participation. Increasing access to these development opportunities will be a priority moving forward.

Wellbeing & Health

Our internal commitment to health and wellness is evident in our 2024 training delivery — 12,568 hours, more than double our target. But while employee

wellbeing initiatives have thrived, our broader community contributions have not met expectations. We provided £6,000 in Health in the Community funding, short of our £10,000 goal, and logged only 36 volunteer hours versus a 250-hour target. We understand the value of community engagement and are actively developing plans to better mobilise our workforce for local impact in the year ahead.

National Poverty Reduction

This area has proven the most challenging in 2024. Despite our clear ambition, we raised no funds for our charity partner and recorded only 3 volunteer hours with the Trussell Trust - far from our goals of £10,000 and 250 hours, respectively. These figures reflect the difficulty we've faced in galvanizing external engagement. We're treating this as a call to action: to rethink our approach, better integrate volunteering opportunities into the employee experience, and strengthen our partnerships to support those facing economic hardship.

At its core, our social strategy is about progress, not perfection. While we're proud of our training successes, we acknowledge the areas where we've fallen short and are committed to addressing them with transparency and purpose. Through consistent evaluation and renewed focus, we aim to be a force for positive change - internally and throughout the communities we serve.

Education & Employment	2024 Target	2024 Actual
Apprenticeships, T levels and University Placement (% of workforce in initiatives)	3%	0.9%
CPD training provided to employees (Hours delivered x attendance)	5000	24622.5
Mandatory anti-discrimination Training provided (Hours delivered x employee attendance)	750	838

Wellbeing and Health	2024 Target	2024 Actual
Wellbeing and health training provided (Hours delivered x employee attendance)	5000	12568
Health in the Community funding (£)	10,000	6000
Volunteering hours by employees misc (hours)	100	36

National Poverty Reduction	2024 Target	2024 Actual
Funds raised for charity partner (£)	5000	0
Volunteering hours provided for Trussell Trust (hours)	100	3

Employment and Education

Apprenticeships

As a company deeply rooted in the value of human capital, People Asset Management recognizes the profound impact that the skills, knowledge, and behaviors of our colleagues have on our customers and the communities we serve. Central to our mission is a commitment to nurturing and empowering our workforce, enabling them to unlock their full potential and pursue their career aspirations within our organisation.

At the core of our organisational ethos lies a steadfast commitment to fostering growth and excellence among every individual within our team. Our comprehensive learning strategy stands as a testament to this dedication, as we endeavor to equip each member with the necessary tools and resources not only to succeed but to thrive in their roles.

An integral component of this approach is our robust apprenticeship program—a cornerstone of our learning strategy. These apprenticeships are meticulously crafted to provide participants with immersive, hands-on experiences coupled with invaluable mentorship opportunities. By immersing themselves in real-world scenarios, individuals in our apprenticeship program not only acquire practical skills but also gain a profound understanding of the intricacies of our industry. Moreover, they play an active role in driving the success of our organisation, making meaningful contributions from the outset.

T-levels

In tandem with our apprenticeship program, we take great pride in presenting T-level courses as part of our comprehensive learning framework. These courses serve as a vital component in empowering our colleagues with specialized training relevant to their specific domains. Crafted with precision, these T-levels are finely tuned to align with the dynamic needs and advancements within our industry landscape.

Our commitment to offering T-level courses underscores our dedication to maintaining a workforce that not only adapts to change but also pioneers innovation. By engaging in these tailored courses, our colleagues gain a deep understanding of emerging trends, technologies, and methodologies pertinent to their roles. This not only enhances their individual proficiency but also bolsters our collective capacity to deliver excellence in our services.

Moreover, these courses foster a culture of continuous learning and skill refinement, positioning our workforce at the vanguard of expertise within our sector. Through the acquisition of specialized knowledge and competencies, our colleagues are better equipped to tackle complex challenges, drive forward-thinking solutions, and contribute meaningfully to the advancement of our organisation.

At People Asset Management, our investment in T-level courses exemplifies our unwavering commitment to equipping our workforce with the tools and expertise necessary to thrive in an ever-evolving business landscape. By staying ahead of the curve and embracing innovative learning opportunities, we ensure that our team remains not just competent, but exceptional in their respective fields.

University Placements

Recognizing the pivotal role that higher education plays in propelling careers and nurturing personal development, we at People Asset Management are deeply committed to supporting our colleagues in their pursuit of university placements. We firmly believe that investing in higher education not only enriches individuals' skill sets but also empowers them to reach new heights of professional and personal fulfillment.

Our support for university placements goes beyond mere encouragement; we provide comprehensive guidance and financial assistance to ensure that our colleagues can seamlessly navigate the academic landscape. From offering advice on course selection to assisting with application processes, we strive to alleviate any barriers that may hinder their educational endeavors.

Furthermore, we understand that the financial aspect of pursuing higher education can be daunting. That's why we offer robust financial assistance packages tailored to meet the diverse needs of our colleagues. Whether through scholarships, tuition reimbursement programs, or flexible payment plans, we are committed to making higher education accessible to all.

By facilitating university placements, we not only invest in the academic pursuits of our colleagues but also sow the seeds for their future success within our organisation. Armed with advanced knowledge and skills acquired through higher education, our colleagues are poised to make even greater contributions to our company's growth and innovation.

PAM Academy: Dedicated to learning and development

Embedded at the heart of our organisation, the PAM Academy operates as a vital department dedicated to transformative learning and professional development. As a cornerstone of our business, it plays a key role in equipping our workforce with the knowledge, skills, and confidence needed to thrive in their roles and drive meaningful impact.

The Academy designs and delivers bespoke learning systems tailored to the evolving needs of our employees. Through comprehensive assessments, we identify strengths and skill gaps across the organisation, allowing us to shape targeted interventions that support individual and collective growth. This personalised approach ensures that training initiatives are relevant, responsive, and aligned with the strategic goals of our organisation. Our commitment to continuous learning is deeply embedded in our culture. We understand that delivering exceptional service requires more than technical expertise—it demands empathy, adaptability, and a deep understanding of the challenges faced by the healthcare workforce. The Academy cultivates these attributes by drawing on the experience and insight of seasoned professionals who bring both clinical and operational knowledge to the development process.

Through close collaboration with teams across the business, the PAM Academy fosters a culture of ongoing improvement, where employees are supported in their learning journeys and empowered to take ownership of their professional development. Progress is tracked systematically, enabling us to measure the impact of learning interventions and refine our approach to ensure lasting value.

This unified effort not only strengthens the capabilities of our workforce but also delivers tangible benefits for our clients and the wider community. Our commitment to excellence and innovation in learning allows us to meet - and exceed - expectations, ensuring we continue to make a positive and lasting difference in the lives of those we serve.



Anti-discrimination training.

As part of our commitment to fostering an inclusive, respectful, and equitable working environment, we delivered mandatory anti-discrimination training to all staff across the organisation. This training forms a critical component of our wider equality, diversity, and inclusion (EDI) agenda, ensuring every team member understands their role in upholding a workplace free from bias, prejudice, and discrimination.

Our initial target was to train 750 employees, but through coordinated planning, effective communication, and strong engagement across departments, we exceeded expectations - successfully delivering the training to 838 staff members. This achievement reflects both the importance we place on this training and the willingness of our teams to actively participate in building a more inclusive culture.

The training focused on raising awareness of different forms of discrimination, promoting inclusive behaviours, and equipping staff with the tools to challenge inappropriate conduct. Delivered through accessible and engaging formats, the sessions ensured staff at all levels understood the impact of discrimination and the importance of fostering a positive and respectful work environment.

By exceeding our target, we have not only demonstrated our organisational commitment to EDI but also strengthened our collective ability to support colleagues and clients from all walks of life. This training milestone reinforces our drive to create a workplace where everyone feels safe, valued, and empowered to thrive.

Health and Wellbeing

Health and Wellbeing training provided in our company

At People Asset Management, we deeply value the ongoing education and training in matters pertaining to health and wellbeing. Recognizing the critical role these aspects play in both personal and professional lives, we have established the PAM Academy, a dedicated department focused on providing comprehensive learning opportunities.

The PAM Academy offers a diverse array of Continuous Professional Development (CPD) and non-CPD training sessions covering various facets of physical and mental health. These sessions are meticulously crafted to equip our staff with the knowledge and skills necessary to navigate these areas effectively.

One of the key advantages of the PAM Academy's approach is its accessibility. All training sessions are conducted remotely, ensuring that they can be easily accessed by all members of our team regardless of their location.

Additionally, for those unable to attend live presentations, recorded sessions are available upon request, ensuring that every staff member can benefit from the wealth of knowledge offered.

Education serves as a powerful tool in fostering a culture of self-care and understanding within our organisation. By equipping our employees with the necessary insights and resources, we empower them to not only prioritize their own wellbeing but also extend support to clients facing similar challenges.

Fostering an environment of acceptance and understanding is integral to our ethos at People Asset Management. Through education and open dialogue, we cultivate a workplace where individuals feel safe and supported in addressing health-related issues. This inclusivity not only enhances employee morale but also promotes a sense of community and collaboration.

Partnering with iOH

iOH is dedicated to supporting the occupational health community with evidence-based, relevant resources that improve the health of the working-age population.

With over 30 years of experience, iOH has established itself as a leading centre for professional development and networking within Occupational Health (OH). It serves a broad spectrum of OH professionals, students, and workers by offering a robust membership package that includes access to the OH Today e-journal, webinars, grants, peer support, CPD resources, and networking opportunities. At its core, iOH is committed to advancing public health - particularly in workplace settings- through the dissemination of professional knowledge and the promotion of best practices.

For People Asset Management (PAM), an organisation firmly rooted in the occupational health sector, the opportunity to collaborate with iOH is both strategic and meaningful. PAM is deeply invested in supporting the wellbeing of its workforce and the communities it serves. Partnering with a respected body like iOH represents a valuable opportunity to strengthen shared goals of growth, development, and excellence.

This collaboration reflects PAM's dedication to remaining at the forefront of occupational health standards and innovation. By tapping into iOH's vast network and educational resources, PAM aims to further upskill its team and enhance service delivery- ultimately creating greater value for clients, stakeholders, and society as a whole.





Health in the Community Funding: Youth Sports Teams Sponsorships



Extensive research consistently underscores the pivotal role of childhood in shaping lifelong health habits. Cultivating a passion for health from a young age lays the groundwork for a lifetime of self-care and wellbeing.

Recognizing this, PAM proudly champions youth health through our Youth Sports Sponsorship fund. Presently, we support three youth sports clubs catering to individuals aged 10 to 16, encompassing both rugby and football.

The significance of physical activity in youth extends far beyond immediate benefits, correlating strongly with long-term physical and mental health. Exercise is intricately intertwined with mental wellbeing, making early engagement in sports a cornerstone of holistic health promotion.

We are acutely aware of the challenges faced by women's and girls' sports clubs in securing funding. To address this disparity, two out of our three sponsorships are directed towards girls' football and rugby clubs in the UK. By prioritizing support for these underserved groups, we endeavor to foster inclusivity and equality in sports participation.



Through our Youth Sports Sponsorship initiative, PAM is committed to nurturing a generation of healthy, resilient individuals who are empowered to prioritize their wellbeing from a young age. By investing in youth sports, we lay the groundwork for a healthier and more vibrant future for all.



Interview with Aidy Wintersgill (Head coach for Under 15's Warrington Girls Community Rugby League Club)

Could you tell us about your role within the youth rugby club and how it fits into the overall organisation?

I've been at the club now for three years coaching the girls from under 13s now in their under 15s season. I'm one of many that volunteer and give our all to the girls and club. I also help with the fundraising which we have a small group of like minded volunteers raising funds and events for the club so that the girls get the best and safest experience possible.

What does coaching this team mean to you personally? How did you get involved in coaching youth rugby?

I've coached the same girls for three years so we've all grown together the ups and downs we have all took together for me personally with coaching I've taught them and they've also taught me a lot too so for me watching them improve, thrive and enjoy themselves is the most important for myself.

My son started playing a few years ago at his club so I volunteered there then after a while as there wasn't at the time many girls clubs my daughter decided she'd like to play so we took her to Warrington

and I offered to help if they ever needed any volunteers and here we are three years later.

Our company recently entered a partnership with your club. What does this partnership mean to you and the club?

Firstly we were so grateful for your support and look forward to building a long term partnership. We as a club rely heavily on fundraising as the only all girls club in the north west and further funds are very scarce and with us not having, like most community clubs a boy and girls club. Having support from companies like yourself keeps us going and provides the girls with the best experiences possible be it training kits, playing kits and equipment.



How do you see rugby, and sports in general, impacting the lives of the young athletes you coach?

Rugby league is very behind in terms of the likes of football and was a very male dominated sport however the women's game has grown rapidly in the past few years with more girls getting into sport as all sports it encourages good health. Keeping the kids off the streets, life skills. Team bonding, being part of a team where everyone's different but one thing in common is they all share the same passion for the sport.

I find personally also it brings a lot of confidence.

Can you share any memorable moments or success stories from your time coaching the youth rugby team?

For me there are many but seeing girls come to us with having never played the sport and watching them progress is the one for me little wins for instance they can't catch a ball then three weeks later it's second nature. Watching and seeing the team spirit and togetherness win lose or draw is also a big positive.

As for success we were proud of each and everyone of these girls they turn up week in week out train really hard and always give their best at matches so they are the success story

Looking ahead, what are you most excited about regarding our collaboration with the youth rugby club? Are there any specific goals or milestones you hope to achieve together?

As a club we were especially excited with the wealth of knowledge and experience your company has and with us building a partnership for ongoing years we look forward to hopefully having you come and talk to the girls and parents about career paths and what you do. Together also continuing to support these hard working young ladies through sport etc and sharing ideas in how we can help each other.





PAM Group's Social Value Network

Social value Network and working groups.

The Social Value Network (SVN) is a collaborative framework made up of interconnected boards and working groups, all working together to embed social value across PAM's culture. As the ESG landscape continues to evolve, there is a growing need for businesses to strengthen their social value offering—both to stand out as an employer of choice and to remain competitive in bids and tenders. The SVN will play a vital role in supporting PAM's sustainable growth by helping to deliver meaningful social and wellbeing outcomes for both our people and the wider community.

Structure of the Social Value Network

The SVN is made up of distinct yet closely linked groups, each with a specific focus but united by a shared mission: to champion initiatives that reflect PAM's core values around Culture, Wellbeing, and Social Impact. Together, these groups drive the long-term success of our social value strategy, ensuring continuous progress in line with our corporate objectives and broader ESG commitments.





Championing Inclusive Wellbeing: Launch of PAM Group's Menopause Working Group

At PAM Group, we believe that true workplace wellbeing means creating space for conversations and support around the issues that matter most to our people. With over 80% of our workforce made up of women, we are acutely aware of the need for greater recognition, understanding, and support around menopause - an issue that continues to be underrepresented in many professional settings.

In response, we are proud to announce the formation of our Menopause Working Group—a dedicated initiative aimed at providing education, support, and practical resources to anyone who wants to learn more about menopause and its impact.

The group has been created to break down stigma, open up conversation, and offer a safe space where experiences can be shared without judgement. It is designed not only for those experiencing menopause themselves, but also for colleagues and partners who want to better understand and support those around them.

Through regular training sessions, access to educational tools, and peer-led discussions, the Menopause Working Group aims to empower individuals with the knowledge and confidence to navigate menopause at work and beyond.

This is more than just a wellbeing initiative - it's a step toward fostering a more informed, empathetic, and supportive workplace culture for everyone.



Equity, Diversity & Inclusion: Driving Change Through the EDI Working Group

At PAM Group, we are committed to building a workplace where everyone feels seen, valued, and empowered to thrive. Central to this mission is our Equity, Diversity, and Inclusion (EDI) Working Group - a team dedicated to representing, educating, and championing EDI across the organisation.

Led by our People Director, the EDI Working Group is actively shaping a more inclusive future at PAM through a range of impactful initiatives. One of the group's key achievements to date has been the restructuring of our recruitment process to remove potential bias and improve fairness. This includes anonymising CVs at the shortlisting stage and delivering targeted training for hiring managers around anti-discrimination and inclusive recruitment practices.

Beyond recruitment, the group has also developed mandatory anti-discrimination training for all staff - ensuring that inclusion is not just a value we hold, but a behaviour we practice every day.

The EDI Working Group also plays a vital role in raising awareness and encouraging open dialogue around a broad range of topics. Through internal communications, events, and group talks, they've helped shine a light on important issues such as Deaf Awareness, Pride, Ramadan, and many more - celebrating the diversity within our workforce and creating space for learning and understanding.

This ongoing work is helping to foster a culture where equity, diversity, and inclusion are embedded at every level - and where all colleagues feel respected, represented, and supported.





Developing Social Mobility



Charity Partnership with the Trussell Trust

In the first half of 2025, food banks across our UK-wide network tirelessly distributed 1.5 million food parcels to individuals and families grappling with hardship. This marked a significant 16% increase compared to the corresponding period in 2022. Distressingly, during this same timeframe, a staggering 320,000 people sought assistance from food banks within the Trussell Trust network for the very first time.

A disheartening revelation is that a substantial 65% of all parcels provided between April and September were destined for families with children. Shockingly, over half a million emergency parcels were allocated to children, reflecting an 11% surge from the previous year.

Such statistics paint a stark picture of the growing need for essential support amidst economic challenges and societal inequalities. It's evident that the current situation is untenable and demands immediate action.

For us, the path forward is clear: we must enact change now. It's imperative that we come together as a community to address the root causes of food insecurity and work towards a future where no one must endure hunger.



PAM Group's Collaboration with Warrington Foodbank

As part of our continued commitment to making a meaningful impact in our local communities, PAM Group is proud to be working in partnership with Warrington Foodbank, connected through our shared affiliation with the Trussell Trust. This collaboration marks the beginning of a powerful initiative aimed at supporting not only those who rely on the foodbank's services, but also the dedicated volunteers who keep its operations running.

Recognising the increasing pressures faced by local individuals and families, we wanted to go beyond donations and find ways to provide long-term, sustainable support. Our teams met with the Warrington Foodbank's management and operations leads to co-create a scheme that reflects the real needs of their clients and volunteers alike.

As a first step, we've launched a free hotline, open to both foodbank users and volunteers. This service offers a confidential space for anyone who feels the need to talk, whether they're experiencing stress, loneliness, or simply need a listening ear. It's a vital resource that aligns with PAM Group's mission to improve access to health and wellbeing support.

“ In 2024 we officially opened our bespoke helpline for the users and volunteers at the Warrington Food Bank. ”

But this is just the beginning.

We are now working closely with the foodbank team to develop a programme of training and wellbeing seminars that respond directly to the needs of both clients and volunteers. These sessions will cover a wide range of topics designed to support mental health, improve financial literacy, promote healthy living, and enhance employability. By offering practical, accessible information in a supportive environment, we hope to empower individuals with the tools they need to navigate everyday challenges and build greater resilience.





Governance

“ We uphold the principle that strong governance is fundamental to maintaining our reputation for integrity and ensuring our long-term sustainability. Our governance framework is meticulously crafted to foster accountability, transparency, and ethical behavior throughout every facet of our organisation. By embedding these principles into the core of our operational strategies, we strive to not only meet but also set industry standards. ”



Culture of People Asset Management

Culture at People Asset Management Group

At People Asset Management Group, our culture is not just a reflection of our values; it's the cornerstone of everything we do. Rooted in our purpose, we merge expertise, care, cutting-edge technology, profound insight, and an unwavering commitment to sustainability to craft unparalleled work environments. Through this fusion, we empower our clients to achieve greatness daily, fostering an atmosphere where success is not just a goal but a natural outcome.

With a profound dedication to the Occupational Health sector, People Asset Management Group is more than a service provider; we are passionate advocates for employee well-being. Our services are not merely delivered; they are driven by the dedication and expertise of our exceptional team members.

Our vision extends beyond mere industry leadership. We aspire to be the unequivocal employer of choice in Occupational Health, cultivating a 'Great Place to Work' ethos where inclusivity thrives, and individual potential is nurtured to its fullest extent. Within our organisation, empowerment isn't just a buzzword; it's a guiding principle. We create an environment where every employee feels valued, respected, and empowered to contribute their best.

Ethical Pay

At People Asset Management, our dedication to ethical pay practices goes beyond mere compliance—it's a fundamental aspect of our commitment to fostering a workplace where every employee feels valued, respected, and empowered. We believe that fair compensation is not just a moral imperative but a strategic advantage, driving employee engagement, retention, and ultimately, organisational success.

Our annual gender pay gap reports serve as a testament to our transparent approach to pay equity. By openly sharing our findings, we invite scrutiny and accountability, holding ourselves to the highest standards of fairness and equality. These reports not only highlight areas for improvement but also serve as a catalyst for meaningful change, guiding our efforts to continuously enhance our pay practices and promote gender balance at all levels of our organisation..

Ethics

People Asset Management Group is dedicated to advancing equality, diversity, and inclusion, eliminating discrimination, and ensuring equality of opportunity while fostering an inclusive environment among our team members. All employees are required to comply with People Asset Management Group's essential ethics and compliance guidelines, which include the Employee Handbook, Ethical Business Practice Policy, People Policy, and Equality, Diversity & Inclusion Policy

Clinical Governance

We are steadfast in our commitment to upholding the highest standards of clinical governance. This commitment is vital to ensuring the integrity and efficacy of our healthcare services, maintaining professional standards, and improving patient outcomes. To achieve these goals, we rigorously implement robust policies and procedures that promote excellence, accountability, and transparency across all clinical activities.

All team members are required to adhere to our comprehensive set of guidelines, which include our Clinical Governance Framework. This documents are designed to ensure that all clinical practices are conducted with the utmost ethical standards and in compliance with regulatory requirements.

We encourage our staff to actively participate in ongoing education and training programs to continuously enhance their professional competencies. Furthermore, we foster an environment where feedback and incident reporting are encouraged, ensuring that any deviations from expected clinical standards are promptly addressed and rectified. Through these mechanisms, we strive to create a culture of continuous improvement, prioritizing the health and safety of our clients at every level of our organisation.



Values at People Asset Management

People Asset Management Group Values





PAM Group

2025 Environment, Social & Governance Report

www.pamgroup.co.uk