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## Ref – PAI Group - UK leaving EU Contingency Planning Statement

With the UK now in a transitional period, following its departure from the EU, we continue to revise our contingency planning as part of our overall integrated management system, and in line with suggestions from key partners and regulatory authorities.

As we are already a largely agile business, this sits within our already established ISO 9001 Quality Management System, and alongside our existing processes for flexible planning and responses to client requirements.

While the details of any agreements to be made during this transitional period are unclear, we cannot make exact plans nor advise our stakeholders in precise terms. We have however, structured a mitigating approach around the following key target areas:

### Clients

- Where we can, we are seeking to engage with clients regarding any potential risks to ongoing work. Largely, these will be framed around our activities to assess the other key areas of concern detailed below.
- We assess that access to product sourced through the EU and/or subject to movement through the EU may be at risk. We will therefore ensure that, insofar as we can, we will share key information regarding these factors with our clients and their stakeholder teams on a proactive, ongoing basis.
- Where possible, we will seek to specify or recommend product that potentially will be least impacted by the above, and in any event will ensure that our supply chain is contacted regarding lead times as we select product.

### Supply chain

- Close relationships with our supply chain partners already form a key strategy within our procurement and design teams. As a result, we already gauge any issues with product/service availability within our normal business operations. In turn, this feeds into our existing client engagement as detailed above.
- We remain in contact with our supply chain partners' to continually review their contingency planning.

### Regulatory authorities

- We remain in touch with regulatory authorities and trade associations to assess any additional requirements that may be implemented during this period of uncertainty.
- We continue to follow HMRC guidance issued in terms of trade with the EU.
- We will continue to implement statutory requirements in terms of employment and maintain awareness of any changes that may impact upon our present and future workforce.



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**Our workforce**

- We remain aware of the impact that changes may have on our workforce, both in the working day and in their home lives.
- Through our existing workforce communications systems and line management engagement, we will be ensuring that all of our teams are kept updated on all potential impacts we foresee, and we will work as a team to mitigate each new challenge as it presents itself.
- Our workforce will continue to make client liaison a priority.
- As our workforce communication is already ongoing, we will be able to review the above and action any further requirements swiftly.

**Our community**

- As we understand that recognition of our place within our local community is important in sustaining both our business and community partners, awareness of how the UK's departure from the EU equally affects this.
- Through our network of local partners, we will therefore continue to share knowledge and experience, widening our awareness of good practice in contingency planning.
- Where reasonably practicable, we will also be working with local partners to provide appropriate support should this become necessary.

**Movement**

- As our business activities rely on movement of personnel within both our supply chain and the activities we undertake for clients, we will continue to monitor a number of sources in terms of the EU departure, or indeed any other factors, may have on our activities.

Our contingency planning will be reviewed continually while the present uncertainty remains. The latest version of this statement will remain available at:

[https://downloads.paigroup.com/policies/paig\\_eudeparture\\_contingency\\_planning\\_latest.pdf](https://downloads.paigroup.com/policies/paig_eudeparture_contingency_planning_latest.pdf).



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