



PHM Digital Work-Life Balance Commitment

At PHM Digital, we know that innovation comes from people who feel supported both at work and in life. We are committed to helping employees maintain a healthy balance between personal and professional responsibilities.

Our approach includes: - Flexible and hybrid working to support diverse needs and circumstances. - Respect for family responsibilities, personal projects, and study commitments. - A leadership model that prioritises outcomes over hours, valuing contribution over time online. - Wellbeing initiatives, mentorship, and recharge time to maintain sustainable performance.

Balance at PHM Digital is not an afterthought—it is a core principle. We aim to build a workplace where productivity, wellbeing, and personal fulfilment coexist, creating a resilient and motivated team that grows with us.

www.phmdigital.com