



STATOM HOLDINGS Limited (Statom Group Limited, Statom Group North Ltd, Statom Plant Ltd, Statom Remediation Ltd, Demoforce Group Ltd, FL-Facilities Group Ltd, Slipform Technology Ltd, Spark Tech Mep Ltd, Franki Foundations UK Ltd, Martello Piling Ltd) ("Statom", "the Company")

We are committed to high standards of professional conduct, integrity and accountability. As a leading civil engineering and construction organisation, we recognise that the behaviour and standards of our people are fundamental to building a strong, respectful culture and protecting our reputation as a trusted industry leader.

We expect everyone working for or on behalf of the Company to act with professionalism, respect and responsibility at all times, reflecting our values and supporting a positive working environment. Clear standards of behaviour are essential to ensuring safety, quality and effective collaboration across our projects and teams.

1. Purpose

Statom Group is committed to promoting mental wellbeing among all workers and creating a supportive work environment. This policy outlines our approach to mental health, emphasizing prevention, support and fostering a culture of openness and understanding.

2. Scope

This policy applies to all workers, contractors and partners within Statom Group and encompasses all aspects of our operations.

3. Policy Statement

At Statom Group, we recognize that mental wellbeing is just as important as physical health. We are dedicated to supporting our employees' mental health by providing resources, creating a supportive workplace culture and reducing the stigma associated with mental health issues.

4. Objectives

Promote Mental Wellbeing: Foster a culture that prioritizes mental health and encourages open discussions about wellbeing.

Provide Support: Ensure access to resources and support systems for employees experiencing mental health challenges.

Training and Awareness: Educate employees and management on mental health awareness, including recognizing signs of distress and supporting colleagues.

Flexible Work Environment: Encourage work-life balance and provide flexible working arrangements where possible.

Responsibilities

Leadership: The management team is responsible for promoting mental wellbeing and ensuring the implementation of this policy.

Human Resources (HR): HR will coordinate training, resources, and support services related to mental wellbeing.

Workers: All workers are encouraged to engage in discussions about mental wellbeing, support their colleagues, and utilize available resources.

Mental Health Awareness and Training

Statom Group will provide training sessions on mental health awareness for workers and management to help identify signs of mental distress and understand how to support colleagues effectively. Regular workshops and seminars will be organised to raise awareness and provide tools for managing mental wellbeing.

4. Open Communication

Statom Group encourages an open-door policy where employees feel comfortable discussing mental health concerns with their managers or HR. Regular check-ins and well-being surveys will be conducted to gauge the mental health climate within the organization.

5. Flexible Working Arrangements

Statom Group will consider flexible working arrangements to support employees in managing their mental health, including options for remote work, adjusted hours, or reduced workloads when necessary.

6. Crisis Support

In the event of a mental health crisis, employees are encouraged to seek immediate support from HR or designated mental health professionals. Emergency contact information for mental health services will be readily available.

Monitoring and Review

The effectiveness of this policy will be monitored regularly through employee feedback, wellbeing surveys, and attendance at training sessions.

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, and employee needs.

Compliance

Statom Group is committed to complying with all relevant mental health legislation and guidelines. Any breaches of this policy will be taken seriously and may result in disciplinary action.

Approval

This policy has been approved by the Board of Directors of Statom Group and will be reviewed annually.

AUTHORISED AND SIGNED

SIGNED



Gavin Hunt
Chief Development Officer

Review: Annually
Date: 01/06/2026
Next Review: 01/06/2027

SIGNED



Martina Oyite
Chief People Officer

Review: Annually
Date: 01/06/2026
Next Review: 01/06/2027

This policy is subject to annual review and approval by the Board.