



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

The purpose of this policy is to outline the process and procedures to be followed in the event of redundancy within Statom Group Ltd. This policy aims to ensure fair treatment for all employees affected by redundancy and to comply with UK employment law.

2. Scope

This policy applies to all employees of Statom Group Ltd. who have a contract of employment. It covers the procedure to be followed when a role becomes redundant and outlines the rights of employees in this situation.

3. Definitions

- **Redundancy:** A dismissal due to the employer needing to reduce the workforce, often as a result of business closure, workplace relocation, or reduced need for work.
- **Consultation:** The process of discussing potential redundancies with affected employees and exploring alternatives.

4. Policy Statement

Statom Group is committed to treating all employees fairly and with respect. We will take all reasonable steps to avoid redundancy wherever possible, including exploring alternative employment options.

5. Procedure

5.1 Identifying Redundancies

- Redundancies may arise due to changes in business needs, financial constraints, or reorganization.
- Affected roles will be identified based on objective criteria.

5.2 Consultation Process

- Employees at risk of redundancy will be informed at the earliest opportunity.
- A consultation period will be initiated, lasting at least 1 - 4 weeks.
- Employees will have the opportunity to discuss their situation, ask questions, and provide feedback.

5.3 Selection Criteria

- Fair and objective selection criteria will be established, including factors such as skills, experience, performance, and attendance.
- Criteria will be applied consistently to all affected employees.

5.4 Notice Period

Employees will be given notice of redundancy in accordance with their contractual rights and statutory requirements:

- **Less than 2 years of service:** 1 week's notice.
- **2 to 12 years of service:** 1 week for each year of service.
- **12 years or more:** 12 weeks' notice.

5.5 Redundancy Pay

Employees with over 2 years of continuous service are entitled to statutory redundancy pay based on:

- Half a week's pay for each full year of service under 22.
- One week's pay for each full year of service between 22 and 40.
- One and a half week's pay for each full year of service over 41.
- Redundancy pay will be capped at the statutory maximum weekly rate.

5.6 Alternative Employment

- We will make efforts to find suitable alternative employment within the company for employees at risk of redundancy.
- Employees will be considered for any available roles before a final redundancy decision is made.

5.7 Final Decision

- After the consultation period, final redundancy decisions will be communicated in writing.
- Employees will be informed of their rights, including redundancy pay and the appeals process.

5.8 Appeals Process

- Employees have the right to appeal against the redundancy decision.
- Appeals should be submitted in writing within 5 working days of receiving the redundancy notification.
- An appeal meeting will be arranged, and a decision will be communicated within 5 working days.

5.9 Post-Redundancy Support

- Statom Group Ltd. may offer support services, such as job search assistance and references, to affected employees.

6. Monitoring and Review

This policy will be reviewed regularly to ensure its effectiveness and compliance with applicable laws. Employees are encouraged to provide feedback on the policy and its implementation.

7. Contact

For any questions or further clarification regarding this policy, please contact Chief People Officer – Martina Oyite - martina.oyite@statom.co.uk

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.