



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 Sustainability Policy is to establish clear commitments and guidelines for Statom Group Ltd in pursuing sustainable practices across environmental, economic, and social dimensions. The policy ensures alignment with broader sustainability objectives, delivering long-term value for the company, the environment, and the communities in which we operate.

2. Scope

This policy applies to all Statom Group Ltd operations, including construction projects, procurement activities, and administrative functions. It also extends to our interactions and engagement with employees, clients, suppliers, subcontractors, and local communities.

3. Policy Objectives

- Minimise environmental impact through proactive resource management and pollution prevention.
- Support sustainable economic practices, including local procurement and employment.
- Promote social responsibility and ethical business conduct within our operations and supply chains.
- Regularly measure, evaluate, and improve our sustainability performance.

4. Environmental Responsibility

Statom Group Ltd commits to:

- Complying fully with all applicable environmental legislation and best practices.
- Minimising waste generation, reducing energy consumption and conserving water.
- Enhancing biodiversity through responsible site management and construction practices.
- Investing in innovative technologies and practices to lower our carbon footprint and increase resource efficiency.

5. Economic Responsibility

Statom Group Ltd is dedicated to:

- Ensuring sustainable business growth through transparent and ethical financial management.
- Supporting local businesses and economies by prioritising local sourcing, employment, and community investment.
- Encouraging innovation in sustainable methods and materials within construction and procurement processes.

6. Social Responsibility

We pledge to:

- Maintain a safe, inclusive, and supportive working environment for all employees.
- Promote equality, diversity, and inclusion within our workplace and supply chain.
- Actively engage with local communities, contributing to social and economic development through meaningful partnerships and initiatives.
- Uphold high ethical standards and compliance with relevant social responsibility regulations and guidelines.

7. Continuous Improvement

To continually enhance our sustainability performance, we will:

- Regularly review and update sustainability objectives and metrics to reflect current best practices.
- Provide ongoing education and training for employees on sustainability principles and practices.
- Foster active collaboration with stakeholders, incorporating feedback to strengthen our sustainability efforts.

8. Implementation

- Integrate sustainability criteria into all operational decisions, project designs, and planning.
- Establish measurable sustainability targets and monitor progress through senior management oversight.
- Produce transparent sustainability reports annually, communicating achievements and challenges clearly.

9. Review and Communication

This Sustainability Policy will be reviewed annually and updated accordingly. The policy will be communicated clearly and proactively within the company and externally to promote awareness, understanding and collaboration in achieving sustainable outcomes.

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