



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. Introduction

Statom Group is committed to protecting all workers, contractors and visitors from exposure to workplace hazards and the risk of injury or ill health. This policy has been developed in line with:

- Health and Safety at Work etc. Act 1974
- Personal Protective Equipment at Work Regulations 2022 (as amended)
- HSE Guidance L25 and HSG53

"PPE" refers to Personal Protective Equipment – any item worn or used to minimise risks to health and safety during work-related tasks.

2. Purpose

The purpose of this policy is to:

- Ensure that PPE is provided, used, and maintained in a safe and effective manner
- Reduce the likelihood of injury or illness arising from workplace hazards
- Outline responsibilities related to PPE selection, provision, training, use, and maintenance

3. Policy Scope

This policy applies to:

- All Statom Group workers, agency workers, subcontractors, and appointed persons working on Statom-controlled sites
- All PPE-related operations, from hazard identification through to disposal of equipment
- Any work activity where PPE is required due to residual risk that cannot be eliminated through other controls

4. Policy Coverage

This policy addresses:

- Responsibilities of managers, supervisors, and workers
- PPE selection and suitability
- Workers training and re-training

- Inspection, cleaning, storage, and maintenance of PPE

5. Responsibilities

5.1 Senior Management / Operations / HSEQ Team

- Select and approve suitable PPE based on risk assessments
- Review PPE requirements when:
 - Work activities or tasks change
 - New equipment is introduced
 - Accidents or near-misses occur
- Requested by site teams or annually as a minimum
- Maintain records of PPE issuance and training for a minimum of 5 years
- Support supervisors and teams with technical guidance and training delivery
- Monitor effectiveness of PPE systems and procedures
- Ensure sufficient budget allocation for PPE provision

5.2 Site Supervisors / Appointed Persons

- Ensure workers are trained in the correct use, limitations, cleaning, and maintenance of PPE
- Complete and submit PPE issue forms to Statom Head Office
- Monitor day-to-day compliance with PPE requirements
- Remove and replace defective or damaged PPE immediately
- Notify management of any new or evolving site hazards

5.3 Workers

- Wear PPE properly and consistently where required
- Attend and engage in PPE training
- Inspect and clean PPE after use
- Report any loss, damage, or defects to their supervisor
- Never share PPE or modify it without approval

6. Selection of PPE

PPE is selected based on task-specific risk assessments, considering:

- Multiple simultaneous hazards (e.g. dust + noise)
- Compatibility with other required equipment
- Fit, comfort, and suitability for the wearer

Only PPE that meets relevant British Standards (BSI) and CE/UKCA marking requirements will be provided.

PPE may include (but is not limited to):

- Safety helmets (hard hats)
- Safety goggles or face shields
- Safety gloves (general or task-specific)
- High visibility clothing (vests, coats, trousers)
- Safety footwear (steel toecap and midsole)
- Harnesses and lanyards for work at height
- Respiratory Protective Equipment (RPE)
- Face coverings / visors where applicable

All PPE must be signed for, and distribution records will be retained centrally.

7. Training

Workers required to wear PPE will be trained before beginning work. Training will include:

- When PPE is required
- How to correctly fit, adjust, and wear PPE
- Limitations of PPE
- Care, cleaning, and maintenance routines
- Disposal procedures

Re-training will be required if:

- PPE is used incorrectly or neglected
- New types of PPE are introduced
- Work activities change
- Workers return after long absence

All training records will be retained and reviewed during audits.

8. Cleaning and Maintenance

- PPE must be kept clean, fit for purpose, and in good working condition
- Workers are responsible for inspecting their PPE before and after use
- Shared use of PPE is not permitted
- PPE found to be defective or expired must be reported and replaced immediately
- Special attention must be paid to:
 - Cleaning lenses of eye protection
 - Replacing filters on RPE
- Checking expiry dates and wear of harnesses and gloves
- Storage facilities will be provided to ensure PPE is not damaged between uses.

9. Monitoring and Review

Compliance with this policy will be monitored via:

- Site inspections and audits
- Supervisor checks and toolbox talks
- Review of PPE records and training logs
- Worker feedback and incident reporting

This policy will be reviewed annually or after any significant change in legislation, operations, or incidents.

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.