



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.

Policy Statement

Statom Group ("the Company") is fully committed to respecting and upholding the human rights of all individuals affected by its operations, in accordance with UK law, including the Equality Act 2010, the Modern Slavery Act 2015, and internationally recognised standards such as the UN Guiding Principles on Business and Human Rights (UNGPs). The Company recognises the importance of paying particular attention to women, children, indigenous peoples, ethnic, religious and linguistic minorities, persons with disabilities, and migrant workers, in line with relevant international human rights conventions. This policy is a mandatory requirement for all employees, contractors, consultants,

Scope

This policy applies without exception to all Statom Group operations, subsidiaries, and business relationships, including supply chains, contractors, and partners.

Core Commitments

- **a) Respect and Dignity** – The Company strictly prohibits discrimination, harassment, victimisation, or any form of abusive treatment on any protected or non-protected grounds, with special consideration for vulnerable or marginalised groups.
- **b) Fair Employment Practices** – The Company ensures compliance with UK employment law, providing lawful remuneration, safe working conditions, and reasonable working hours. Employees retain the right to freedom of association and collective bargaining where applicable.
- **c) Health and Safety** – The Company provides and maintains safe working environments, implementing all reasonable measures to protect physical and mental wellbeing for all employees, contractors, and partners.
- **d) Prohibition of Exploitation** – The Company does not tolerate child labour, forced labour, human trafficking, or modern slavery in any form, directly or indirectly. Suppliers and partners are contractually required to uphold equivalent standards.
- **e) Protection of Vulnerable Groups** – The Company commits to paying particular attention to the rights of women, children, indigenous peoples, persons with disabilities, migrant workers, and other marginalised groups, ensuring their rights are respected in all operations and supply chains.

- **f) Reporting and Accountability** – Employees and stakeholders must report any suspected human rights violations through confidential channels. The Company will investigate promptly, take corrective action, and protect whistleblowers from retaliation.
- **g) Monitoring and Compliance** – The Company will monitor, audit, and review its operations and supply chains to ensure compliance with this policy, relevant legal obligations, and international human rights standards.

Enforcement

Compliance with this policy is mandatory. Breaches may result in disciplinary action, up to and including termination of employment or contractual arrangements, and referral to appropriate authorities where necessary.

Governance

The Board of Statom Group and the Group HR Director are responsible for implementing, maintaining, and enforcing this policy.

AUTHORISED AND SIGNED

SIGNED



Stan Nikudinski
CEO Statom Group Ltd.

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.