



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 recognises the important role of Safety Representatives in promoting health and safety in the workplace. This policy sets out the Group's approach to granting reasonable paid time off for Safety Representatives to carry out their statutory duties and training, in full compliance with UK law.

2. Scope

This policy applies to:

- All employees elected or appointed as Safety Representatives under:
- The Safety Representatives and Safety Committees Regulations 1977,
- The Health and Safety (Consultation with Employees) Regulations 1996, or
- A trade union recognised by Statom Group.

3. Statutory Rights

Safety Representatives are entitled to:

- Reasonable paid time off during working hours to perform their safety functions, including:
- Investigating potential hazards.
- Carrying out inspections of the workplace.
- Consulting with employees and management on health and safety matters.
- Reasonable paid time off for training relevant to their health and safety duties, including courses approved under statutory provisions.

4. Procedures

- Safety Representatives must request time off in advance where possible, specifying the purpose and expected duration.
- Statom Group will approve reasonable requests unless there are exceptional operational needs that would make granting time off unreasonable.
- Where operational pressures exist, Statom Group will discuss alternative arrangements with the Safety Representative to ensure statutory rights are respected without unreasonably impacting business operations.

5. Pay and Benefits

- Time off granted under this policy is paid at the employee's normal rate of pay.
- Such time off is considered working time for all statutory purposes, including holiday and pension entitlement.

6. Records and Accountability

- All time off taken under this policy must be recorded accurately by the line manager and HR for compliance and auditing purposes.
- Safety Representatives should keep a brief record of activities undertaken during paid time off to ensure transparency and accountability.

7. Legal Compliance

This policy is designed to comply with:

- The Safety Representatives and Safety Committees Regulations 1977.
- The Health and Safety (Consultation with Employees) Regulations 1996.
- All relevant provisions of UK employment law, including pay, equality, and health and safety legislation.

8. Review

This policy will be reviewed annually or sooner in response to legislative or regulatory changes to ensure continued compliance and best practice.

AUTHORISED AND SIGNED

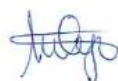
SIGNED



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.