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", "us", "our").

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 safety, quality, effective collaboration and our reputation as a trusted industry leader.

Everyone working for or on behalf of the Company must act with professionalism, respect and responsibility, follow Company policies and lawful instructions, and raise concerns promptly where safety, wellbeing, integrity, data or legal compliance may be at risk.

1. Purpose and scope

This policy summarises Statom's statutory family-leave arrangements for employees in Great Britain. It covers maternity, adoption, paternity, shared parental, unpaid parental, neonatal care, parental bereavement and Bereaved Partner's Paternity Leave. Statutory rights and official guidance prevail if they change after issue.

2. General principles

- The Company will not subject an employee to detriment or dismissal for taking, requesting or seeking to take statutory family leave.
- Statutory pay is subject to separate statutory service, earnings, notice and evidence conditions. A day-one right to leave does not necessarily create a day-one right to statutory pay.
- Contractual benefits continue where required by law. Holiday continues to accrue during statutory family leave.
- Redundancy protection and return-to-work rights will be applied in line with the statutory regime.
- No enhanced Company family pay applies unless confirmed separately in writing.

3. Maternity leave and pay

- All pregnant employees are entitled to up to 52 weeks' maternity leave, regardless of service.
- The employee must provide the statutory notice of expected week of childbirth and intended leave start date and provide MATB1 when available.
- Statutory Maternity Pay applies only where statutory conditions are met; Payroll will provide the appropriate form where an employee does not qualify.
- Up to 10 Keeping in Touch days may be worked by agreement without ending maternity leave.

4. Adoption leave and pay

- An eligible primary adopter may take up to 52 weeks' adoption leave.
- Notice and evidence must be provided in line with the relevant UK or overseas adoption rules.
- Statutory Adoption Pay applies only where statutory conditions are met.
- Up to 10 Keeping in Touch days may be worked by agreement.

5. Paternity leave and pay

- From 6 April 2026, eligible employees may give notice to take statutory Paternity Leave from the first day of employment, subject to relationship, caring-responsibility and notice conditions.
- Paternity leave may be taken as one week, two consecutive weeks or two separate single weeks, within the statutory window.
- For expected weeks of childbirth from 26 July 2026 onwards, the standard birth notice requirements apply, including notice of the due date at least 15 weeks before the expected week and at least 28 days' notice of the intended leave dates.
- Statutory Paternity Pay retains separate eligibility requirements, including qualifying service and earnings rules.
- Eligible fathers and partners may take Paternity Leave and Pay after Shared Parental Leave and Pay, subject to the statutory conditions.

6. Shared Parental Leave and Pay

- Eligible parents may share up to 50 weeks of leave and up to 37 weeks of statutory pay after maternity or adoption leave/pay is curtailed in accordance with the statutory scheme.
- The required entitlement notices, declarations and period-of-leave notices must be provided.
- Continuous leave is normally accepted if the legal requirements are met; discontinuous patterns are subject to the statutory discussion and agreement process.
- Up to 20 Shared Parental Leave In Touch days may be worked by agreement.

7. Unpaid parental leave

- From 6 April 2026, statutory unpaid parental leave is a day-one right for eligible employees.
- Up to 18 weeks may be taken for each child before the child's 18th birthday, normally subject to a maximum of four weeks per child in a 12-month period unless the Company agrees otherwise.
- Leave is normally taken in one-week blocks, with different rules for a disabled child.
- Employees should normally give at least 21 days' notice. The Company may postpone leave for up to six months where permitted by law and operational disruption would be undue.

8. Neonatal Care Leave and Pay

- For babies born on or after 6 April 2025, eligible employees have a day-one right to Neonatal Care Leave where neonatal care begins within the first 28 days after birth and lasts at least seven consecutive days.
- Employees may receive one week of leave for each seven full consecutive days of qualifying neonatal care, up to 12 weeks, and must take it within 68 weeks of birth.
- Statutory Neonatal Care Pay has separate qualifying-service, earnings, notice and evidence requirements.
- Notice requirements differ depending on whether leave is taken while the baby is in neonatal care/within the first week after, or later. HR and Payroll will confirm the applicable process.

9. Parental Bereavement Leave and Pay

- Eligible employees have a day-one right to two weeks' Parental Bereavement Leave for each child who dies under age 18 or is stillborn after 24 weeks of pregnancy.
- Leave may be taken as two weeks together, two separate weeks or one week, within 56 weeks of the death or stillbirth.
- Statutory Parental Bereavement Pay applies only where the statutory pay conditions are met.

10. Bereaved Partner's Paternity Leave

- From 6 April 2026, an eligible employee whose child's mother, main adopter or main intended parent dies may have a day-one right to unpaid Bereaved Partner's Paternity Leave.
- The child must generally be under one year old or within the first year of adoption placement/arrival, and the employee must meet the statutory relationship and caring-responsibility conditions.
- Leave may be up to 52 weeks depending on when the death occurs and is normally taken in one continuous block.
- This statutory leave is unpaid unless the Company agrees otherwise in writing.

11. Antenatal and adoption appointments

Employees may have statutory rights to paid or unpaid time off for qualifying antenatal or adoption appointments depending on their role and relationship to the child. Employees should notify their manager and HR as early as possible and provide evidence where the law permits.

12. Redundancy protection and return to work

Statom will apply statutory priority rights to suitable alternative vacancies during protected family-leave periods. The duration depends on the type and length of leave and may continue up to 18 months from birth or adoption in qualifying cases. Return-to-work rights will be applied according to the type and combined length of leave taken.

13. Notice, evidence and payroll

Employees must notify HR as early as possible. HR and Payroll will confirm the applicable statutory notice, evidence, pay and record-keeping requirements. Employees should not rely on an informal manager agreement where statutory notice is required.

14. Related policies

- Absence and Time Off Policy

- Flexible Working Policy
- Bereavement and Compassionate Leave Policy (HR-POL-052-04)
- Equal Opportunities, Diversity and Inclusion Policy (HR-POL-008-05)
- Data Protection, GDPR & Cyber Security Policy (HR-POL-006-07)

Authorisation and review

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

Review: Annually or earlier where legislation, guidance, Company practice or operational requirements change. This policy is subject to annual review and approval by the Board.