



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

This policy sets out Statom's approach where a potential redundancy situation arises. It aims to ensure genuine consultation, fair selection, consideration of alternatives and compliance with individual and collective redundancy obligations. This policy is non-contractual and does not guarantee that redundancy can always be avoided.

2. Scope

This policy applies to employees. Different contractual, statutory or consultation arrangements may apply to workers, contractors, agency staff or directors depending on status and circumstances.

3. Redundancy situations

A redundancy may arise where Statom closes or intends to close a business or workplace, or where the requirement for employees to carry out work of a particular kind has ceased or diminished, or is expected to cease or diminish. Reorganisation does not automatically make a dismissal a redundancy; HR will assess the legal reason and process.

4. Principles

- Consult before a final decision is made and while proposals remain capable of change.
- Provide enough information for meaningful consultation.
- Explore reasonable alternatives, including vacancy restrictions, redeployment, reduced overtime, voluntary measures or other appropriate options.
- Use fair, objective and non-discriminatory pools and selection criteria where selection is required.
- Do not use pregnancy, maternity, family leave, disability, protected disclosure, trade union activity or other protected reasons as adverse selection factors.
- Keep a clear written audit trail and involve HR throughout.

5. Individual consultation

There is no fixed statutory minimum consultation period for fewer than 20 proposed redundancies, but consultation must be genuine and reasonable in the circumstances. Statom will normally meet affected employees individually, explain the proposal and rationale, discuss selection and alternatives, consider representations and confirm the final decision only after consultation is complete.

6. Collective consultation

As at 7 August 2026, collective consultation duties are triggered where Statom proposes 20 or more redundancy dismissals at one establishment within a period of 90 days or less. HR and legal advisers must be involved immediately where the threshold may be reached.

20 to 99

Consultation must begin in good time and at least 30 days before the first dismissal takes effect.

- Consult appropriate recognised trade union representatives or elected employee representatives.
- Provide the statutory written information required for collective consultation.
- Notify the Redundancy Payments Service/Secretary of State using the required HR1 process within the statutory timeframe.
- Do not issue notices in a way that breaches collective consultation or notification requirements.
- From 6 April 2026, the maximum protective award for failure to comply with collective consultation obligations is 180 days' pay per affected employee.
- The Employment Rights Act 2025 provides for a future organisation-wide collective redundancy trigger; Statom will update this policy when the secondary legislation and commencement date are in force.

7. Selection pools and criteria

Where fewer roles remain than employees at risk, Statom will identify a reasonable selection pool and objective criteria appropriate to the business need. Criteria may include relevant skills, qualifications, competence, performance, disciplinary record where appropriate, and attendance only where lawful and adjusted to avoid discrimination. Selection scores will be evidence-based, moderated where appropriate and shared sufficiently to support meaningful consultation.

8. Suitable alternative employment

Statom will search for suitable alternative vacancies and discuss them with at-risk employees. Employees who are pregnant or who are taking, or have recently taken, maternity leave, adoption leave, Shared Parental Leave, Neonatal Care Leave or Bereaved Partner's Paternity Leave may have statutory priority for a suitable alternative vacancy where the relevant protected period applies. The duration of protection depends on the type and length of leave, so the Family Leave Policy and current law must be checked before any offer or selection decision. A statutory trial period of four weeks may apply to suitable alternative employment, subject to the legal rules and any agreed extension for retraining.

9. Notice and redundancy pay

Employees dismissed for redundancy will receive contractual or statutory notice, whichever is greater, unless payment in lieu or another lawful arrangement applies. Employees with at least two years' qualifying continuous service will normally be entitled to statutory redundancy pay, subject to statutory exclusions and limits.

For redundancies taking effect on or after 6 April 2026, the statutory weekly-pay cap is £751 and the maximum statutory redundancy payment is £22,530. Statutory rates change periodically and Payroll/HR will apply the rate in force on the relevant date.

10. Time off to look for work

Employees with at least two years' continuous service by the end of notice who are under notice of redundancy have a statutory right to reasonable time off during working hours to look for work or arrange training. Statutory paid time off is subject to the legal cap; Statom may agree additional support at its discretion.

11. Final decision and appeal

The final outcome will be confirmed in writing, including the reason, notice, termination date, redundancy pay where applicable and appeal route. An employee may appeal in writing within seven calendar days unless the outcome letter specifies another reasonable period. Where possible, the appeal will be heard by a manager not previously involved in the decision.

12. Data protection and confidentiality

Redundancy information, scoring and consultation records will be processed under the Data Protection Policy. Confidential business information may be restricted where lawful, but confidentiality must not be used to prevent meaningful consultation or lawful employee/representative rights.

13. Related policies

- Grievance Policy
- Equal Opportunities, Diversity and Inclusion Policy

- Family Leave Policy
- Flexible Working Policy
- Absence and Time Off Policy
- Data Protection, GDPR & Cyber Security Policy
- Recruitment Policy

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.*