



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

This policy sets the minimum safeguards for employing, engaging, training or providing work experience to people under 18. Because Statom operates in construction and engineering environments, no young person may start work or attend an operational site until age-specific risk, supervision and safeguarding controls have been approved.

2. Definitions and Scope

- Young worker: a worker aged 16 or 17 who is above compulsory school age.
- Child: a person below compulsory school age. Child employment and work experience are subject to additional education law, local authority by-laws, permit requirements and safeguarding controls.
- This policy applies to employees, apprentices, trainees, work-experience placements, school placements and any other person under 18 attending Statom workplaces or sites.

3. Pre-Placement Approval

HR and SHEQ must approve the proposed duties, location, hours, supervision and training before a young person starts. A suitable and sufficient young-person risk assessment must specifically consider inexperience, immaturity, lack of awareness of risk, physical or psychological capacity, chemicals, noise, vibration, radiation, work equipment, work at height, excavation, vehicles, plant, confined spaces and other construction hazards.

4. Prohibited and Restricted Work

Young people must not undertake work beyond their physical or psychological capacity, work involving harmful exposure or accident risks they cannot reasonably recognise because of insufficient experience or training. Any statutory exception for training may be used only where the work is necessary for training, appropriate supervision is provided by a competent person and risks are reduced to the lowest level reasonably practicable. Site-specific prohibitions remain mandatory.

5. Working Time for Young Workers Aged 16–17

- maximum 8 hours in a day and 40 hours in a week, subject to the statutory rules;
- a rest break of at least 30 minutes where daily working time exceeds 4.5 hours;
- 12 consecutive hours' daily rest in each 24-hour period;
- 48 hours' weekly rest, subject only to lawful exceptions;
- night work restrictions must be observed. Any exception must be approved by HR/SHEQ and must satisfy the statutory conditions, including supervision and compensatory rest where required.

6. Children Below Compulsory School Age

Statom will not employ children below the statutory minimum age for general employment. Any school-age work experience or permitted light work must be approved by HR and SHEQ, comply with education legislation and the applicable local authority by-laws/permit requirements, and must not interfere with schooling. Hours will be set case by case against the legally applicable limits; managers must not rely on a generic holiday-hours table.

7. Safeguarding and Supervision

- A named competent supervisor must be assigned and briefed on the risk assessment and safeguarding requirements.
- Parents or guardians will be informed where legally or operationally appropriate.
- DBS checks will only be requested where the role is legally eligible and the level of check is appropriate; a check is not automatically required merely because a manager supervises an under-18.
- Young people must receive an age-appropriate induction, emergency arrangements, PPE, welfare facilities and clear instructions on who to contact if they feel unsafe or uncomfortable.

8. Pay, Training and Equality

Young workers and apprentices will receive at least the applicable National Minimum Wage. From 1 April 2026 the under-18 and apprentice minimum rate is £8.00 per hour, subject to the statutory apprentice eligibility rules. Statom will make reasonable adjustments where required and will not tolerate harassment, bullying, discrimination or exploitation.

9. Records and Review

HR/SHEQ will retain the placement approval, risk assessment, parental/education permissions where applicable, induction, training and supervision records. The assessment must be reviewed if duties, hours, location, health, competence or risks change.

Approval and Review

This policy will be reviewed at least annually and earlier where legislation, regulatory guidance, case law, Company structure, operational risk or business practice changes materially. Substantive amendments require appropriate Group approval before issue.

AUTHORISED AND APPROVED

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.*