



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 explains statutory Neonatal Care Leave and Statutory Neonatal Care Pay for eligible employees in England, Scotland and Wales. The statutory scheme applies where a baby is born on or after 6 April 2025 and neonatal care begins within 28 days of birth.

2. Eligibility for Leave

Neonatal Care Leave is a day-one employment right. The employee must meet the statutory relationship and caring-responsibility conditions. Qualifying neonatal care includes qualifying hospital care, certain consultant-led post-hospital care and palliative or end-of-life care. The baby must receive at least 7 full consecutive days of neonatal care.

3. Amount and Timing of Leave

- One week of leave is accrued for each 7 full consecutive days of neonatal care, up to a maximum of 12 weeks.
- All leave must be taken within 68 weeks of the baby's birth.
- During the period in which the baby remains in neonatal care and the first week afterwards ("Tier 1"), leave may be taken in separate blocks of at least one week.
- More than one week after neonatal care ends ("Tier 2"), remaining leave must normally be taken in one continuous block.
- Neonatal Care Leave must be taken after Statutory Maternity Leave or Statutory Adoption Leave. Different sequencing rules can apply with Paternity Leave and Shared Parental Leave; HR will confirm the correct arrangement.

4. Statutory Neonatal Care Pay

Statutory Neonatal Care Pay is separate from the day-one leave right. The employee must meet the statutory service and earnings conditions, including at least 26 weeks' continuous service ending with the relevant week and average weekly earnings at least equal to the applicable Lower Earnings Limit. For 2026/27 the statutory rate is £194.32 per week or 90% of average weekly earnings, whichever is lower.

5. Notice

- Tier 1 leave: notify the Company as soon as possible, ideally before the normal start time on the first day of absence. Notice need not initially be in writing.
- Tier 1 pay: written notice must normally be provided within 28 days beginning with the first day of the week for which pay is claimed.

- Tier 2: for one week of leave/pay, at least 15 days' notice is normally required; for two or more weeks, at least 28 days' notice is normally required.
- The Company may waive or relax notice requirements where the legislation permits and it is reasonable in the circumstances.

6. Information Required

Employees should provide their name, the baby's date of birth, relevant adoption placement/arrival date where applicable, the start and end dates of neonatal care, the requested leave dates and number of weeks, together with the statutory declaration confirming caring responsibility and qualifying relationship where required. Statom will not impose additional medical evidence requirements beyond what is reasonably necessary and lawful.

7. Employment Rights

During Neonatal Care Leave, contractual benefits other than remuneration continue in accordance with law, annual leave accrues and pension treatment will follow the statutory and scheme rules. Employees are protected from detriment and dismissal for exercising statutory neonatal rights. Return-to-work rights will be determined by the statutory rules and the combination of family-related leave taken.

8. Multiple Births, Readmission and Complex Cases

The statutory rules contain specific provisions for twins/multiple births, separate periods of neonatal care and interaction with other family leave. Employees and managers must refer these cases to HR so entitlement is calculated correctly.

9. Related Policies

This policy should be read with the Family Leave Policy, Bereavement and Compassionate Leave Policy, Flexible Working Policy, Absence and Time Off Policy and relevant payroll procedures.

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.*