



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.

This policy supersedes HR-POL-052-03 and HR-POL-075-02.

1. Purpose

This is Statom Group's single policy for bereavement and compassionate leave. It consolidates the previous Bereavement Policy and the separate Parental Bereavement and Compassionate Leave Policy to remove duplication.

2. Scope

This policy applies to employees. Statutory rights have their own eligibility, notice and pay rules. HR must distinguish statutory Parental Bereavement Leave, Bereaved Partner's Paternity Leave, Time Off for Dependents and Company paid compassionate leave.

3. Parental Bereavement Leave and Pay

Eligible employees have a day-one right to up to two weeks of Parental Bereavement Leave following the death of a child under 18 or a stillbirth after 24 weeks of pregnancy. Leave must be taken within the statutory window and may be taken in the permitted blocks. Statutory Parental Bereavement Pay is payable where the statutory qualifying conditions are met, at the rate in force for the relevant period.

4. Bereaved Partner's Paternity Leave

For qualifying deaths on or after 6 April 2026, an eligible employee in England, Scotland or Wales may have a day-one right to Bereaved Partner's Paternity Leave where the child's mother, main adopter or main intended parent dies within the statutory period. The leave is unpaid by statute unless Statom confirms an enhanced arrangement. HR will confirm the available duration, timing and notice requirements under the law in force.

5. Time off for dependants

Employees have a statutory right to a reasonable amount of unpaid time off to deal with certain unforeseen emergencies involving a dependant, including a dependant's death and immediate arrangements arising from it. This is separate from planned compassionate leave.

6. Statom paid compassionate leave

Statom normally provides up to five working days' paid compassionate leave following the death of a spouse or partner, child, parent, sibling, grandparent or grandchild. The Chief People Officer may approve equivalent support for another person with a similarly close relationship. Paid compassionate leave may be split where reasonable to support funeral arrangements, travel, probate, cultural or religious observance.

7. Additional time and flexibility

Further time may be considered through annual leave, unpaid leave, flexible working, sickness absence or another applicable family-leave right. Managers should respond sensitively and should involve HR where the appropriate leave category is unclear.

8. Notification and evidence

Employees should notify their manager or HR as soon as reasonably practicable. Statom will not normally require formal evidence of bereavement for compassionate leave. Reasonable evidence may be required only where necessary to administer a statutory or payroll entitlement.

9. Pregnancy loss

Where a pregnancy ends before the point at which statutory Parental Bereavement Leave applies, the Company will consider compassionate leave, sickness absence, annual leave, flexible working and other appropriate support according to the circumstances and the law in force. As at 7 August 2026, the broader statutory right to bereavement leave including pregnancy loss before 24 weeks is not yet in force; Government implementation is scheduled for 2027, subject to the applicable regulations and commencement arrangements.

10. Wellbeing, equality and return to work

Managers should maintain appropriate contact without placing pressure on the employee to return prematurely. On return, managers should consider workload, temporary flexibility, safety-critical duties, Occupational Health, EAP support and reasonable adjustments where applicable. Cultural, religious and personal bereavement practices must be considered fairly.

11. Confidentiality and protection

Bereavement information will be treated sensitively and shared only where needed. Employees will not be subjected to detriment for exercising a statutory right. Concerns about handling may be raised with HR or under the Grievance Policy.

Approval and Review

This document will be reviewed at least annually and earlier where legislation, statutory 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.*