



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 out how the Company manages work outside normal operating hours, including night work, weekends and public holidays. It aims to protect health and safety, control fatigue, ensure lawful working time and provide clear arrangements for pay and time off.

2. Scope

This policy applies to employees and workers who are required to work unsocial hours. Contractors and subcontractors must comply with equivalent legal, health and safety and site requirements under their contracts; this policy does not create employment or pay rights for genuine self-employed contractors. Separate drivers' hours and road-transport working-time rules may apply to mobile workers and drivers; where they do, those specific rules take precedence over the generic limits in this policy.

3. Definition

For Company planning purposes, unsocial hours normally include work outside 07:00 to 19:00 Monday to Friday, nights, weekends and public holidays. A site, project, contract or collective arrangement may define different hours or rates. The statutory definition of a night worker is separate and will be applied where relevant.

4. Planning principles

- Health and safety and fatigue risk take priority over operational convenience.
- Rotas must be planned with appropriate staffing, supervision, travel and security arrangements.
- Working time, daily and weekly rest and young-worker restrictions must be checked before shifts are assigned.
- Managers should use volunteers where practicable, but contractual working requirements remain applicable.

5. Working time

Unless a lawful exception applies, workers must receive the statutory rest and break entitlements applicable to them. The average weekly working time limit is normally 48 hours unless the worker has a valid opt-out. An opt-out does not remove the separate limits that apply to night work.

- daily rest is normally at least 11 consecutive hours in each 24-hour period
- weekly rest is normally at least 24 hours in each seven-day period or 48 hours in each 14-day period
- a worker is normally entitled to an uninterrupted 20-minute rest break where daily working time exceeds six hours
- where an exception lawfully applies, equivalent compensatory rest will be provided where required

6. Night workers

A worker who meets the statutory definition of a night worker must not normally work more than an average of eight hours in each 24-hour period, calculated over the applicable reference period. For night work involving

special hazards or heavy physical or mental strain, the stricter eight-hour limit in any 24-hour period will be applied where required. Night-work limits cannot be opted out of.

7. Night-work health assessments

The Company will offer an appropriate free health assessment before an individual becomes a night worker and at regular intervals thereafter. Participation is voluntary. Confidential health information will be handled appropriately. Where night work is affecting a worker's health and suitable alternative work is available, the Company will consider transfer in accordance with the statutory requirements. The Company will keep confidential records of completed health assessments and of offers declined for at least two years, or longer where another lawful retention requirement applies.

8. Young workers

Additional working-time and night-work restrictions apply to workers under 18. HR must approve any proposed unsocial-hours arrangement involving a young worker before it begins.

9. Fatigue management

- Managers must assess shift length, shift pattern, consecutive shifts, travel time, lone working, safety-critical activity and cumulative hours.
- Workers must report fatigue, medication, health concerns or circumstances that may make them unsafe to work.
- No person should drive or undertake safety-critical work where fatigue makes it unsafe to do so.
- The Company may amend rotas, provide rest, change duties or arrange appropriate transport where reasonably required for safety.

10. Pay, TOIL and allowances

There is no automatic statutory entitlement to an enhanced rate simply because work is performed at night or during a weekend. Any enhanced pay, overtime, time off in lieu, travel or subsistence payment will be governed by the employee's contract, applicable collective or project arrangement, or a specific written Company approval. Statutory minimum wage requirements will always apply.

11. Time recording and approval

All unsocial hours, overtime, TOIL and breaks must be recorded accurately using the Company system. Unauthorised overtime or additional hours may not be paid or credited unless the Company is legally required to do so.

12. Related policies

This policy should be read with the Health and Safety Policy, Young People at Work Policy, Alcohol and Drugs Policy, Mobile Phone/Driving requirements, Absence and Time Off Policy and Overnight Subsistence Schedule.

13. Review

The Group Chief People Officer will review this policy annually or sooner where working-time, pay or health and safety requirements change.

AUTHORISED AND SIGNED

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.*