



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's Piling Ltd, Martello Piling Ltd) ("Statom", "the Company")

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.

Statom Group Limited ("Statom Group", "the Employer", "the Company") accepts its legal obligations under the Health and Safety at Work Act 1974 and associated regulations to ensure, as far as reasonably practicable, the health, safety, and welfare of all employees, trainees, and contractors ("personnel"), as well as occupiers, visitors, and others affected by our operations ("stakeholders"). To meet these obligations, we conduct risk assessments to identify significant risks and implement appropriate controls. We are dedicated to the highest Health and Safety standards, ensuring personnel can work and return home safely.

1.1 Statement

Health and Safety are integral to our operations. We promote a positive safety culture, empowering staff to identify risks and make informed decisions to work safely. Safety will never be compromised for other objectives. Employees are empowered to stop work if safety is compromised, and alternative methods will be used if current practices are unsafe. This Health and Safety Policy outlines our commitment to statutory compliance, ISO 45001 alignment, and implementing measures from risk assessments.

We will:

- Maintain safe working conditions across all sites and offices and provide safe equipment and environments.
- Identify, assess and control hazards and risks in all work areas including access and egress.
- Consult and engage employees on Health and Safety matters to prevent injuries and address raised issues.
- Provide information, training and supervision to ensure personnel competency.
- Investigate each incident individually and take action to prevent re-occurrence.
- Maintain accurate records for all Health and Safety checks and activities.
- Comply with the Health and Safety at Work Act 1974 and all relevant legal requirements.
- Ensure the policy is available for review by personnel and stakeholders.
- Implement safe practices for using, handling, storing and transporting goods and substances.
- Coordinate safety with occupiers, contractors and others in shared workspaces.
- Set, monitor and review Health and Safety objectives for continual improvement.
- Review and update this policy annually or as required.

Effective implementation of this Policy is essential. All personnel must adhere to this Policy, protect their safety and that of others, and cooperate with management. The Managing Director is ultimately responsible for implementing this policy.

This policy applies to all personnel, subcontractors, agency workers and third parties working on behalf of Statom Group Limited or commuting to our locations. It covers the work we perform, the control we have over sites, and those affected by our activities. This policy will be shared with all relevant entities and reviewed annually or as necessary.

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

This policy is subject to annual review and approval by the Board.