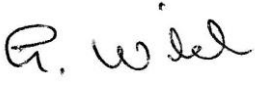


Kinlochbervie Community Company

Fair Work First Statement

The Kinlochbervie Community Company is committed to ensuring that there are fair working practices in place at our organisation and are committed to the Scottish Government's Fair Work policy. We confirm the following principles.

1. We believe that the workforce and our volunteers need to have an effective voice. We commit to consulting with employees and volunteers and encouraging communication via the Chair and/or the Board of Directors. As part of the employment of contractors, we are committed to including a requirement for regular meetings with either the Chair or the Board of Directors.
2. We believe that learning and development is vital to the success of our organisation and support opportunities for learning and development within the organisation.
3. We are opposed to zero hours contracts unless they are in use for legitimate and appropriate reasons. This policy also applies to contractors.
4. We are committed to tackling the gender pay gap and creating a more diverse and inclusive workplace. We support family-friendly work practices.
5. We are committed to paying the Real Living Wage and ensuring that our contractors do the same.

Signature (for the employer):	
Print name:	Graham Wild
Position within organisation:	Chair
Date:	3 Sept 2023

Signature (as workforce representative):	Not applicable as no employees
Print name:	
Position within organisation:	
Date:	