



Fair Work First Policy

Affric Limited is committed to upholding the principles of **Fair Work First**, the Scottish Government's flagship policy for promoting high-quality employment and workforce diversity across Scotland's labour market. We apply Fair Work criteria to all relevant public sector contracts.

Through this policy, we aim to foster a fair, inclusive, and progressive working environment:

- We are an accredited Living Wage employer and have been for 9 years. We believe in paying all our employees an appropriate rate for the work they carry out and ensuring our subcontractors do likewise.
- We provide appropriate channels for workers to have a voice, through weekly reflection forms, line management 1-2-1's, and monthly team meetings.
- We recognise our Workforce is an asset to the business and therefore we invest in training and upskilling, supporting staff to obtain external body accreditation e.g., Membership of ISEP and/or CIEEM.
- We do not use zero hours contracts, all our employee's are either employed on Full time Contracts or part time contracts with specified hours as per their request.
- We do not discriminate based on gender, our pay scales are based on position, qualifications and experience, we promote diversity and inclusion in the workplace.
- We offer full time and part time positions based on the employee's requirements thus providing a flexible workplace for those that require it.
- We oppose the use of fire and rehire practices, our employees are our biggest asset and this practice for our business is non-sensical.

We recognise that fair work is essential to building a resilient, productive, and motivated workforce. This policy reflects our commitment to ethical employment and aligns with national efforts to improve working lives across Scotland.