



## FAIR WORK POLICY

### **Our Commitment to Fair Work**

Fair work is work which offers workers security of employment, fulfilment, respect, opportunity and effective voice channels in the workplace.

The Fair Work Convention underpins the Scottish government's fair work policy and approach, and outlines steps employers can take to build fairer working practices into their organisations.

Our commitment to the principles of the Fair Work Convention shapes and informs our company culture. We recognise that fair working conditions drive success, wellbeing and growth for people working in Scotland. We fully endorse both the spirit and principles of the Fair Work Convention and strive to embed both at the heart of our employment practices.

Our strategic goals with our approach to fair work are to improve productivity and job fulfilment, promote greater workplace diversity and democracy by tackling barriers both to access and progress, deliver opportunities and best practice, and promote worker wellbeing. Additionally, through leading by example, we hope both to encourage our supply chain to follow suit and to promote construction as an attractive long term career choice and a fair industry to work in.

### **OUR PRACTICES**

#### **Payment of the Real Living Wage**

We are accredited Real Living Wage employers and are committed to paying at least the Real Living Wage to all directly employed staff.

We review salary scales annually to ensure they align with Living Wage Foundation rates.

#### **Effective Worker Voice**

We maintain an "open-door" policy, hold regular 1-to-1 meetings, and conduct annual worker surveys to ensure every voice is heard.

Our whistleblowing procedures are widely publicised and accessible.

#### **Investment in Workforce Development**

All employees have access to a dedicated training and regular appraisals to discuss career progression.

We have Investors in People status and we are member of the 5% Club. We offer formal apprenticeships and support staff in maintaining professional qualifications.

#### **No Inappropriate Use of Zero-Hours Contracts**

Workers are employed on permanent contracts which reflect their actual hours and provide a stable work pattern.

We do not use zero-hours contracts.

We are accredited Living Hours employers.



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### Action on Gender Pay Gap and Diversity

We recognise that workforce practices may inadvertently create and perpetuate unjustifiable pay gaps based on gender and other protected characteristics. We keep our policies and practices under review to understand and address, where relevant, any pay rate discrepancies which may be the legacy of these practices.

We use anonymised recruitment and neutral language in job adverts to prevent bias.

We are Disability Confident employers.

We provide training on a range of DEI issues to all workers from day one and regularly thereafter.

### Flexible and Family-Friendly Working

We have implemented and promote a suite of effective day one family friendly working practices across the workforce, including part time, home and hybrid working, where practical, to address barriers both to access and progress for workers with one or a combination of protected characteristics.


We are proud to be an accredited Carer Positive Engaged employer.

### Opposition to Fire and Rehire Practices

We only consider changes to terms and conditions through meaningful consultation and agreement with our workforce, and we formally oppose "fire and rehire" tactics.

### Further information

For further information or to make any comments or suggestions about our approach to fair work, please contact Angela Coburn, Head of HR and ESG, on [a.coburn@tslcontractors.co.uk](mailto:a.coburn@tslcontractors.co.uk) or 07909 112 881.

<b>Signed</b>	
<b>Print Name</b>	<b>Angela Coburn, Head of ESG and HR</b>
<b>Date</b>	<b>February 2026</b>
<b>Next Review Date</b>	<b>February 2027</b>