



FAIR WORK FIRST

Shettleston Housing Group is committed to advancing the Fair Work First criteria, specifically:

- We have appropriate channels for effective employee voice, including support for employees, trade union recognition and regular consultation with staff.
- We invest in workforce development and provide a range of learning opportunities for all.
- We do not use zero hours contracts.
- We take action to tackle the gender pay gap and create a more diverse and inclusive workplace through the adoption of the Employers in Voluntary Housing terms and conditions.
- We commit to paying the Real Living Wage:
- We offer flexible and family friendly working practices for all workers from day one of employment.
- We oppose the use of fire and rehire practices.

Fair Work First criteria is also referenced in our procurement contracts to encourage third party providers to adopt positive fair work practices. Where relevant and proportionate to do so, this may factor into the tender evaluation process and will be subject to monitoring through contract management arrangements.