

**FAIR WORK FIRST POLICY**

Lomond Plant are committed to providing a safe, welcoming and diverse environment for our employees and work hard on inclusion and fairness in the workplace. The Fair work Program is an excellent benchmark to strive to and Lomond Plant already meet many of the 5 steps marked out in the program.



**Security**

We already commit to paying the real Living Wage in the business and pride ourselves on being very flexible with staff in terms of flexible working hours, short notice absence, sick pay and progression. During covid-19 Lomond Plant furloughed all staff and paid 100% of wages during the whole lockdown period. Just one indication of how we ensure the financial security of our employees.

**Opportunity**

We are currently engaged in a recruitment drive to provide training and employment to people across the Central Belt, providing full time employment with the help of Falkirk Council’s ETU. This will be an ongoing program throughout the term of the contract and beyond.

**Respect**

Lomond Plant have robust policies in place including Work Safe, Equal Opportunities and Human trafficking and Slavery policies.

We will ensure that no one under our control is exposed to unacceptable levels of health or safety risks at work. Lomond Plant Ltd operates a Work Safe Policy to protect our employees and ensure others not in our employment are not placed at risk.

Every Employee or Agency worker working on any site has the absolute right to decline to carry out work if they feel it is not safe to do so. Where the operation of a machine, a site condition or a method of working constitutes a danger to the employee of another person the employee may refuse to work.

The Company is fully committed to providing a harmonious working environment in which employees can maximise their full potential and to contribute to business success, irrespective of their gender, race, disability or marital status.

The Company is committed to identifying and eliminating discriminatory practices, procedures and attitudes throughout the organisation. The Company believes that all employees are entitled to be treated with dignity and respect whilst at work and when representing the business in any capacity outside of work.

The Company expects employees to support this commitment and to assist in all possible ways.

The aim of these policies is to prevent discrimination, provide guidance to resolve any problem should it occur and prevent recurrence.

**Fulfilment**

Lomond Plant are committed to on-going training for existing staff in order for everyone to be and become the best they can be.

All staff are encouraged to make decisions themselves and will be supported by the company along the way. Our Motto “give us solutions not problems” encourages staff to think for themselves and problem solve without the risk of being made to feel they can be reprimanded if that decision does not work out.

Praise is at the centre of our ethos. Everyone loves praise so why not your staff?

**Effective Voice**

Ongoing weekly meetings with staff and an open-door policy allows all staff to have a voice. Over the term of this contract Lomond Plant are seeking other ways to ensure Voices can be hard no matter who, what or where. This may be through Employee representative groups or Comment Drop boxes to protect privacy.

Signed : Ross Easton Date: 24th January 2024

Name: R Easton Position: Joint Managing Director