



FAIR WORKING PRACTICES POLICY STATEMENT

Bluevale Structures Ltd recognises the dignity and worth of every individual and shall promote fair working practices for all.

The Scottish Government believes that employers whose staff are treated fairly are much more likely to deliver a higher quality of service and productivity.

Statutory guidance under the Procurement Reform (Scotland) Act 2014 states that contractors who deliver public contracts should adopt policies which demonstrate how they comply with appropriate employment, equality, health and safety law, human rights standards and adhere to relevant collective agreements. Furthermore, The Scottish Government requires contractors to adopt policies which describe how they embrace fair work practices for all workers engaged in delivering public contracts.

Bluevale Structures Ltd understand the importance of Fair Working Practices and will offer staff benefits and practices as follows:

- No inappropriate use of zero hours contracts
- No inappropriate use of "umbrella" companies
- Support for learning and development
- Paying at least the living wage

This Fair Working Practices Policy Statement will be explained to and a copy given to all employees when they start with the company and a new copy will be provided and explained when this policy is updated.

Signature:  Date: 2-10-21

Harold Wylie
Managing Director