



# GOOD WORK PLEDGE

## Pillar One - Valuing and Rewarding Your Workforce

**What we mean by this:** Employers pay their employees a fair and decent wage. This can include achievement of, or a commitment to pay the Real Living Wage to all employees and those within their supply chains. Roles provide job security and job fulfilment and there is a clear commitment to and practice that does not exploit workers' rights. Employers provide additional benefits to their employees including flexible working or appropriate discount schemes.

1. Pay a fair and decent wage, including achievement or commitment to pay the Real Living Wage to employees and those within their supply chains

2. Provide additional benefits to workers

e.g. flexible working, discount schemes etc.

3. Value and promote job security and job fulfilment amongst workers

4. Have a zero-tolerance on exploitative employment practices with employment policies and practices that protect worker's rights.

## TWO - Promoting Health and Wellbeing

**What we mean by this:** Employers value and ensure the health and wellbeing of their employees including promoting healthy lifestyles and supporting workers with health issues and disabilities to maintain and progress their employment within their organisation. Employers provide a safe and healthy working environment, which includes health and safety training for all staff and health and safety representatives within the workforce.

1. Provide a safe and healthy working environment

2. Provide health and safety training and representation for all staff

3. Providing opportunities for workers to develop healthy lifestyles (including mental health, resilience)

4. Effective practices in supporting people with health conditions and disabilities to maintain and progress their employment within their organisation.

## THREE - Effective Communications and Representation

**What we mean by this:** Employers ensure effective communications across the entire organisation including representation of employees at all levels. They demonstrate that they listen to and value the views of employees, providing autonomy and a voice in the running of the business. A culture exists that promotes fairness and trust including inclusive practice that allows better access to work and fairness in rights and conditions for employees.

1. Value and listen to employees
2. Ensure employees have autonomy and a voice in the running of the business.
3. Inclusive practice that allows better access to work and progression and fairness in rights and conditions for all workers.
4. Promote fairness and trust across all levels of their organisation/business
<b>FOUR - Developing a Balanced Workforce</b>
<b>What we mean by this:</b> The organisation has a balanced workforce with a clear vision, values and policies that promote equality and diversity. Employers invest in the training and development of their staff providing opportunities for personal development and progression through the organisation. Low skilled workers are encouraged to develop their skills and qualifications. The organisation invests time and resource into the future workforce by engaging with education providers, including schools and colleges, and providing early opportunities for work experience and quality apprenticeships.
1. Invest in training and developing the skills of the workforce to provide progression
2. Provide high-quality apprenticeships that promote employment in priority sectors
3. Invest in the future workforce by engaging with education providers, providing early opportunities for work experience and quality apprenticeships
4. Low skilled workers have opportunities to progress
5. Have a clear vision, values, strategies, and policies and processes that promote inclusiveness, health and wellbeing, equality and diversity and workforce development.
<b>FIVE - A Social Responsibility</b>
<b>What we mean by this:</b> Employers demonstrate their social responsibility through a range of ways including local access to procurement and contracting opportunities, buying locally, ensuring prompt payment to suppliers and connecting to local people and giving something back to communities through engagement and action at various levels.
<b>The organisation promotes personal social responsibility:</b> supporting workers to undertake community projects and volunteering that enables them to contribute to society and the economy. There is a clear commitment to sustainability and the environment including a reduction in carbon footprint and policies that protect the environment through the organisation's activities.
1. Demonstrate social responsibility through effective procurement and contracting policies and practices, buying locally, and paying suppliers on time
2. Connect with customers in the local community
3. Promote personal social responsibility; supporting workers to undertake community projects and volunteering that enables them to contribute to society and the economy
4. Have a clear commitment to sustainability including a reduction in carbon footprint and policies that protect the environment