



Good Work Pledge Full Criteria

For helpful resources related to the below criteria [click here](#)

ONE - Valuing and Rewarding Your Workforce
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
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

GOOD WORK PLEDGE



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
FOUR - Developing a Balanced Workforce
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.
FIVE - A Social Responsibility
1. Demonstrate social responsibility through effective procurement and contracting policies and practices, buying locally, and paying suppliers on time

GOOD WORK PLEDGE

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| 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                                          |