



FAIR WORK FIRST POLICY STATEMENT

I-Watchers Limited is committed to advancing the Scottish Government's Fair Work First policy. This policy, which balances the rights and responsibilities of employers and workers, provides an opportunity to generate benefits for employees, I-Watchers and wider society. Particular emphasis is placed upon the five criteria of Fair Work as set out by the Fair Work Convention and how these are applied by I-Watchers. These are:

- Security- Providing security of employment, work and income.
- Respect- Respecting staff and recognising their standing and personal worth.
- Effective Voice- Providing a safe environment where workers' views are sought out, listened to and can make a difference.
- Opportunity- Promoting access to work and opportunities for staff to progress within employment.
- Fulfilment- Developing/maintaining a fulfilling work environment.

I-Watchers has a staff compliment of 5 and has agreed the contents of this statement in consultation with all employees.

A signed copy is available upon request.