

## Fair Work First Statement



Scottish Water will support a flourishing Scotland through achievement of our strategic ambitions to achieve **service excellence, go beyond net zero emissions** and provide **great value for our customers**.

Supporting a flourishing Scotland starts in the workplace, where Scottish Water supports Fair Work First through the adoption of high standards and fair working practices. Fair work is work that offers all individuals an effective voice, opportunity, security, fulfilment, and respect.

Our people play a key role in delivering our vital services to customers and communities across Scotland. Scottish Water aims to provide a positive working environment with high quality and engaging work, where our people feel they belong and can thrive. We care about their safety, health and wellbeing and seek to maximise their talent and skills.

Scottish Water has **appropriate channels for effective voice**, engaging regularly with our recognised Trade Unions on matters for negotiation and consultation. Scottish Water also consults our people directly to seek views and makes extensive use of surveys, workshops and listening sessions. We encourage our leaders to have regular supportive contact with their team members in conversations about wellbeing, performance, development, and learning.

Scottish Water **invests in people development**. We provide training for leaders to improve their support for our diverse and talented workforce to realise their full potential. Our learning approach provides a wide range of formal and informal learning resources, face-to-face and online, to enhance skills, increase knowledge and build capability across the organisation. We require all our people to fulfil essential training, including on equality and diversity.

Scottish Water has **no inappropriate use of zero hours contracts**, with almost all our people securely engaged on terms stating regular weekly working hours. In some of our remote geographies such as the Scottish Islands, we have a small number of relief workers are contracted to provide cover when it's needed and whose working hours are regularly reviewed.

Scottish Water reports on **the gender pay gap and seeks to create a more diverse and inclusive workplace**. As part of our Public Sector Equality Duties (PSED) report, we publish our objectives in support of a fully diverse and inclusive organisational culture. Our approach is to enhance diversity and inclusion in the workplace to focus improvements within the organisation, and where possible to create opportunities more widely across Scotland.

Scottish Water is an accredited real Living Wage employer, **paying at least the real Living Wage** to all employees and agency workers. Scottish Water has formal arrangements to collectively bargain changes to pay and terms and conditions with our Trade Unions.

Scottish Water **offers progressive and flexible family friendly working practices for all our people** to support diversity and inclusion, and to enable the balancing of work life with personal needs.

Scottish Water **opposes the use of fire and rehire practices** and works to avoid such an approach in any circumstance. When people are displaced, or require medical redeployment, they enter a formal programme to retrain and place them in an alternative role.

Our Fair Work First statement remains under review and open to further improvement in consultation with our people and their formal representatives.