

Fair Work Policy

4c Engineering's Comprehensive Commitment to Fair Work First

In alignment with the Scottish Government's Fair Work First criteria, 4c Engineering commit to uphold principles that make for a fair, meaningful, and inclusive workplace. This statement has been mutually agreed upon by both 4c Engineering directors and staff.

A Fair Day's Pay for a Fair Day's Work

As a supporter of the Real Living Wage, we ensure that every member of our team is compensated at rates that meet or exceed the Real Living Wage. Reviews and adjustments are made on a regular basis.

Effective and Inclusive Communication

4c Engineering actively fosters an open culture of dialogue, underpinned by daily team meetings and a spirit of open communication. Our aim is to allow for input from each individual, ensuring that every voice is heard and contributes to the decisions that shape our workplace and the work we do.

Investment in Personal and Professional Growth

We support employees a range of learning opportunities to enhance both individual and team skills. These include regular performance and development conversations, promoting a culture of continuous improvement and career advancement.

Ethical Employment Practices

We are opposed to the inappropriate use of zero-hours contracts. We are committed to equitable treatment of all employees, clients and suppliers, across all Protected Characteristics.

Wellbeing and Work-Life Balance

We prioritise the wellbeing of our staff through our flexible and family-friendly working practices as outlined in our Flexible Working Policy, supporting staff in balancing work and life commitments.

An All-Encompassing Ethical Framework

Our policies and practices are geared towards creating a workplace that is not just productive but also humane and respectful. We are committed to the principles of fairness and integrity in all aspects of our employment practices, from contracts to development opportunities.

Signed:

Three handwritten signatures in blue ink, written in a cursive style. The first signature is 'Andy Hall', the second is 'Jo Wilson', and the third is 'Peter MacDonald'.

Andy Hall, Jo Wilson & Peter MacDonald - Directors