

ANNAN RUGBY'S COMMITMENT TO FAIR WORK FIRST

At Annan Rugby we are fully committed to advancing the Fair Work First criteria as part of our core values and operational practices. We recognise that fair work is central to creating a stronger, more inclusive, and productive workforce.

We are dedicated to:

- Providing appropriate channels for effective voice, such as through regular staff engagement and consultation.
- Investing in workforce development, including training, skills development, and progression opportunities.
- Not using zero-hour contracts inappropriately, ensuring security of employment and income.
- Taking action to tackle the gender pay gap and create a diverse and inclusive workplace.
- Offering flexible and family-friendly working practices.
- Opposing the use of fire and rehire practices.
- Paying at least the real Living Wage to all employees and encouraging our suppliers and partners to do the same.

Our approach reflects our belief that fair work not only benefits our staff, but also enhances the quality and sustainability of our services.

We will continue to embed these principles into everything we do, ensuring dignity, respect, and opportunity for all.