



Fair Work First Statement

Wick Golf Club (WGC) is fully committed to the Scottish Government's Fair Work First policy.

We recognise that the provision of an excellent service requires investment in, and fair treatment of, the people who work for us.

WGC adopts fair working practices, especially:

- 1. Payment of at least the real Living Wage.**
- 2. Provide appropriate channels for effective worker's voice, such as trade union recognition.**
- 3. Investment in workplace development.**
- 4. No appropriate use of zero hours contracts.**
- 5. Action to tackle the gender pay gap and create a more diverse and inclusive workplace.**
- 6. Offer flexible and family friendly work practices from day 1 of employment.**
- 7. Oppose the use of fire and rehire practices.**

This Statement has been formally approved by a WGC Management Committee office bearer and a WGC employee representative.

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