

## Fair Work First Statement & Declaration



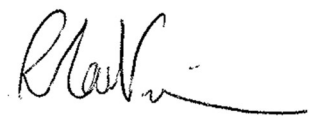
Knocknagael Ltd is committed to advancing the Scottish Government Fair Work First Policy and the criteria as set out within the Fair Work First guidance document. We confirm that if and when we come to employ staff, we will pay our staff the Real Living Wage. We make every effort to ensure that our suppliers/contractors offered the same Real Living Wage rate when procuring goods or services. We also confirm that we will offer any future employed staff and our current volunteers an Effective Workers Voice channel within the workplace.

We currently employ no staff and have approximately 150 members, a number of whom contribute as volunteers from time to time contribute as volunteers to our activities.

Specifically:

- (1) We will have appropriate channels for effective voice from any future workforce and have arrangements in place for our current volunteers. These include:
  - a. Membership surveys – most recent survey report is available [here](#)
  - b. Regular membership newsletter seeking input and feedback – copies of all newsletters are available [here](#) . We also provide regular updates by email and Facebook, have a generic email address and a '[contact us](#)' link on our website.
  - c. Regular Board meetings where volunteer Directors share feedback
  - d. Regular one-to-one meetings (at least quarterly) between our Treasurer and our volunteer bookkeeper/ accountant
- (2) If and when we employ staff, we will actively invest in workforce development, and currently do so for our volunteers. We engage with our volunteers both one-to-one and as a group, and actively seek out opportunities for them to share their skills with others
- (3) If and when we employ staff, we will commit to no inappropriate use of zero hours contracts
- (4) If and when we employ staff, we will take action to tackle the gender pay gap and create a more diverse and inclusive workplace
- (5) If and when we employ staff, we will commit to paying the Real Living Wage to both our employees and ensuring our contractors also do the same. Contractors appointed by the organisation are explicitly expected to comply with all relevant legislation, including a commitment to paying the Real Living Wage
- (6) This policy will be reviewed periodically, including on the recruitment of any paid employees

Signed

A handwritten signature in black ink, appearing to read 'Ronald MacVicar', with a long horizontal flourish extending to the right.

Ronald MacVicar  
Company Secretary, Knocknagael Ltd.  
For the Knocknagael Ltd Directors

A handwritten signature in black ink, appearing to read 'Carlene Vincent', written in a cursive style.

Carlene Vincent  
Volunteer Accountant  
Knocknagael Ltd

13/10/26