

Fair Work First Statement

Edinburgh Food Project is committed to the Scottish Government's Fair Work First Policy. Fair Work is work that offers all individuals an effective voice, opportunity, security, fulfilment, and respect. Edinburgh Food Project believes that Fair Work can boost creativity, realise potential and increase productivity.

We are striving to be an organisation which sees employees engaged and supported through training and development opportunities. We promote positive approaches to make Edinburgh Food Project a flexible, dynamic and inclusive place to work.

We, Edinburgh Food Project, are committed to delivering on the following Fair Work First criteria:

- **LIVING WAGE:** Edinburgh Food Project is an accredited Real Living Wage employer, paying at least the real Living Wage to all employees, and reviewing our rates of pay regularly and in line with the cost of living.
- **EFFECTIVE VOICE:** Edinburgh Food Project are committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so. We directly engage with our staff through regular one-to-one, team and all staff meetings; surveys; and provide opportunities for transparent discussions with our senior management.
- **WORKFORCE DEVELOPMENT:** Edinburgh Food Project believes in investing in our staff and we are committed to workforce development within the organisation at individual, team and organisation level using a range of learning opportunities. This is illustrated by our Membership of Virtual College who provide over 200 online learning courses available to all staff members, and the introduction of financial support for employees wishing to undertake formal courses of professional or academic study related to their work.
- **ZERO HOURS CONTRACTS:** Edinburgh Food Project do not inappropriately use zero contract hours.
- **DIVERSITY AND INCLUSION:** Edinburgh Food Project are committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.
- **FLEXIBLE AND FAMILY FRIENDLY WORKING:** Edinburgh Food Project creates a flexible and family friendly working environment for all employees including the provision of flexible and proportionate homeworking where possible.
- **FIRE AND RE-HIRE:** Edinburgh Food Project opposes the use of "fire and re-hire" practices.

We will undertake full and meaningful consultations with our people when making any changes to our employment terms and conditions.

Next Review Date: July 2026