

Jointly agreed by MCR Pathways and the Staff Representative Group this statement confirms a commitment to ensuring fair working practices are in place in support of 'Fair Work First'.

We have an appropriate channel for effective employee voice

- We have a Staff Representative Group in place with a representative from each area of the business.
- We carry out regular staff engagement surveys and communicate the results and proposed actions.
- We have a fully open digital change system where all employees can voice suggestions for changes and improvements no matter position or job.

We invest in workforce development

- We have introduced a line management coaching programme for new line managers to ensure they have the necessary skills to carry out their role.

We do not use zero hours contracts inappropriately

- We have no zero-hour contracts in place

We commit to paying the Real Living Wage

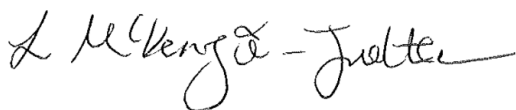
- We are an accredited Living Wage employer

We offer flexible and family friendly working practices for all workers from day one of employment

- We have adoption, shared parental leave and flexible working procedures in place.

We oppose the use of fire and rehire practice

- We are committed to working with our employees to ensure there is effective consultation and negotiation relating to change.



Lynne McKenzie-Juetten
People Director