

VOGRIE POGRIE

Fair Work First Statement:

We live by the fair work principles of effective voice, fulfilment, opportunity, respect and security, and ensure that this is evident in our working practices. Despite having no employees, we are committed to being a quality and supportive organisation to work with.

As we grow as an organisation we are developing and implementing the necessary policies and framework to provide everyone with the support that they need or know where or who they can go to deal with any issue they may have.

EQUAL OPPORTUNITIES POLICY:

> This policy outlines our commitment to promoting equality and diversity in the workplace. It covers areas including recruitment, selection, training and development, promotion, and pay and benefits.

FLEXIBLE WORKING POLICY:

> Flexible working is already fully supported and in place for all freelancers and contractors. We are developing a flexible working policy that enables workers to work in a way that best suits their personal circumstances. This policy will cover areas such as part-time working, job sharing, flexible hours, and working from home.

FAIR WORK POLICY:

> We are developing a fair work policy that sets out our commitment to fair employment practices and outlines the measures that we take to achieve this goal. This policy will cover areas such as fair pay and benefits, job security, training and development, worker representation, and health and safety.

> The Directors are fully committed to the Fair Work principles and we plan to work with the team to develop a handbook and policies that are real and live and are based on what the team wants to see in place to best support them in their roles.

CODE OF CONDUCT:

> We are developing a code of conduct that sets out the expected standards of behaviour for workers. This code will cover areas such as respect for colleagues, customers, and suppliers, adherence to the employer's policies and procedures, and compliance with relevant laws and regulations.

WHISTLEBLOWING POLICY:

> We are developing a whistleblowing policy that encourages workers to report any concerns about unfair or unethical employment practices. This policy will outline the steps that the Directors will take to investigate and address any concerns raised.

By involving the team in implementing these policies and statements, we hope to promote a fair and inclusive working environment, where workers are treated with dignity and respect, and have access to good quality work and employment opportunities.