



## **MS075 FAIR WORK FIRST COMMITMENT POLICY**

JGC Engineering & Technical Services are committed to playing their part in the Fair Work Convention's vision that by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society. We are therefore developing a workplace that is built on the five key dimensions of Fair Work:

### **Effective voice**

JGC promote open channels of communications for all employees through an open doors policy.

### **Opportunity**

JGC provide opportunities for everyone who wants to develop and progress through accredited training schemes and professional development paths within the business.

### **Security**

JGC offer all employees work stability and predictability of continuous employment, generous income and work/life balance.

### **Fulfilment**

JGC promote individual development and utilising of skills, career advancement and employee engagement in all that we do.

### **Respect**

JGC ensure all employees are respected in terms of, health, wellbeing and safety regardless of ethnicity, role or status.

Signed

A handwritten signature in black ink, consisting of a stylized 'J' and 'G' followed by a flourish.

Date 13 / 08 / 2025

Director JGC Engineering & Technical Services