



## Urram Fair Work First Statement

Urram's team members are essential to the success of our work and we are committed to supporting all staff through the use of Fair Work First principles.

- We pay at least the real Living Wage for all of our team members.
- We will ensure that all team members have an effective voice, by:
  - Providing regular reviews for each team member with their line manager, to support their development as well as the work of the organisation.
  - Encouraging conversations with additional board members for further support if required.
- We will invest both time and money in workforce development where required
- The use of zero hours contracts will be kept to a minimum and only used if it is the most appropriate option the team member concerned.
- We will take active steps in our recruitment to ensure our teams are diverse.
- We will work with existing and potential team members to ensure that our workplaces are inclusive, welcoming and accessible to all.
- We will monitor pay levels to ensure that there is no pay gap across Urram's workplaces.
- We offer flexible and family-friendly working practices for all team members from day one of employment
  - Urram supports its team to work flexibly at the time and in the location that best meets the needs of Urram, the job, the employee and the wider team. We embrace flexibility where possible with remote and home-based working, and continually review working patterns for new and existing employees.
  - Our flexible and family-friendly working practice policies are available to all employees in line with statutory requirements.
- We oppose the use of fire and rehire practices