



# Orkney Housing Association Ltd

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## FAIR WORK FIRST – STATEMENT

Orkney Housing Association Ltd is committed to the following principles of Fair Work First and will embed these principles throughout all its business:

- 1. We have appropriate channels to allow staff to be heard**
- 2. We invest in workforce development**
- 3. We offer flexible and family friendly working practices for all our workers**
- 4. We do not use zero hours contracts except for relief staff**
- 5. We are committed to pay the real Living Wage**
- 6. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**
- 7. We oppose the use of fire and rehire practice**

Signed...

Chair, OHAL

Signed..

Union Representative



INVESTORS  
IN PEOPLE

