



## Fair Work Statement

The Moredun Group is committed to promoting livestock health and welfare through research and education and is recognised worldwide for its contribution to research into infectious diseases of farmed livestock. We employ over 170 people in a range of roles including scientists, vets, technicians, engineers, and support staff.

The Moredun Group values its highly skilled workforce and the important contribution they make to the organisation and to the wider scientific community. We recognise the importance of providing a working environment that is supportive, inclusive, and fair to all.

### Fair Work

Fair work is work that offers effective voice, opportunity, security, fulfilment, and respect. The vision is that, by 2025, people in living in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations, and society. It would balance the rights and responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.

### Fair Work First

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland. Through this approach the Scottish Government is supporting employers who adopt fair working practices, specifically:

- payment of at least the real Living Wage.
- provide appropriate channels for effective workers' voice, such as trade union recognition.
- investment in workforce development.
- no inappropriate use of zero hours contracts.
- action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- offer flexible and family friendly working practices for all workers from day one of employment; and,
- oppose the use of fire and rehire practice<sup>1</sup>.

### Real Living Wage

The Moredun Group pays all its employees the Scottish Living Wage and has an arrangement in place to collectively agree pay, terms and conditions with the recognised Trade Union.

### Employee Voice

We encourage all our staff to get involved and express their views and opinions on all aspects of working at the Moredun Group. It is important to communicate with employees to exchange views, ideas and to discuss issues. This is done by all staff meetings, regular team meetings, emails, and notice boards.

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<sup>1</sup> Fair Work First Guidance Supporting the implementation of Fair Work First in workplaces across Scotland

We:

- Carry out regular staff surveys to understand the views of the workforce and communicate the outcome along with proposed action plan.
- Meet quarterly with the recognised Trade Union, Prospect, with common objectives of ensuring the efficiency, effectiveness and sustainability of the organisation whilst promoting the security of employment and advancement of employees.

#### Workforce Development

We are committed to workforce development and investing in employee development. We provide training and development opportunities for staff onsite along with our eLearning system. We also support staff to attend external training and conferences to advance, share or exchange knowledge. Staff are actively encouraged to discuss their training and development at their annual review meetings, which form part of the Moredun Group's training and development plan.

The Moredun Group provide opportunity for young people through apprenticeships in areas such as Engineering, IT and Science. We also host postgraduate students who are registered at universities around the world and provide placements for school and university students.

#### Zero Hours Contracts

The Moredun Group has no inappropriate use of zero hours contracts, and all staff are employed on terms with regular working hours each week.

#### Diverse and Inclusive Workplace

The Moredun Group is an equal opportunity employer, committed to being a successful, caring, and welcoming place for all employees. We want to provide a working environment where everyone is respected, eliminating discrimination, and actively promoting equality of opportunity and fairness to all.

We have an Equality, Diversity, and Inclusion (ED&I) group consisting of employees across the organisation who are working on an action plan to ensure that the Moredun Group is achieving this vision.

#### Flexible And Family Friendly Working Practices

The Moredun Group recognises the importance of helping its employers balance their work and home lives by offering flexible working arrangements. We offer flexible family working practices which include 5 days paid leave per year to deal with emergencies involving dependants and providing enhanced pay for maternity, paternity, and adoption leave.

#### Fire And Rehire Practice

The Moredun Group opposes the use of fire and re-hire practices. Where people are displaced or at risk of redundancy, we review this on a regular basis to try and find where possible redeployment within the organisation.