Street Lighting Supplies & Co Ltd

May 2023

**Fair Working Practices & Living Wage**

We adhere to the seven principles of Fair Work First

* We recognise every employee’s right to trade union membership and representation, and to have the ability to make their voices heard.
* Training and staff development is conducted in line with our Equality & Diversity Policy, providing employees with opportunities to develop their skills and experience.
* We do not operate “zero hours” contracts.
* We monitor pay levels and we are open with all staff regarding pay structures – equal pay for equal work, regardless of gender or any other characteristic.
* SLS has been a Living Wage Accredited employer since 2014.
* Staff are able to work flexibly in order to balance work and childcare/family/education. This right is available from day one of employment.
* We never fire and rehire.
* Our Equality & Diversity Policy is compliant with the Equalities Act 2010 and underpins all aspects of our recruitment, training and daily working conditions.
* Our recruitment process is open to all, no discriminatory questions or minimum requirements are imposed that would exclude individuals on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex, sexual orientation, or any other characteristic.
* The SLS management team are directly involved in developing and delivering ongoing training and personal development for all staff.

At induction we provide

* Introduction to company procedures/code of conduct
* Training on the products SLS supply/our customer service standards
* A copy of the company’s Equality & Diversity Policy, with full explanation

On Health & Safety

* Staff are provided with copy of company H&S Policy and procedures, along with H&S awareness booklet
* Training is provided for staff and drivers on manual handling, emergency procedures, risk assessments, accident reporting, safe driving, slip/trip, first aid, fire safety.
We conduct annual reviews with all staff