

Fair Work First Commitment

Our Commitment to Fair Work

What is Fair Work First?

Fair Work First is an initiative by the Scottish Government that aims to encourage employers across Scotland to adopt fair working practices, including payment of the real Living Wage and providing appropriate channels for effective workers' voice, such as trade union recognition.

North British Distillery is committed to advancing the Fair Work First criteria, including the real Living Wage and effective voice conditions.

Effective voice

North British Distillery is committed to providing a wide range of appropriate channels for effective employee voice. These include Managers holding monthly 121s with their Team members which cover both performance against the job and allow effective 2-way dialogue around personal and developmental support. In addition each employee will have an Objective Setting conversation at the start of the year, which feeds into North British's organisational KPIs, and also an End of Year Performance Review.

Suggestion Schemes:

We have an online system on our Intranet, which captures employee suggestions around Safety and makes sure these are tracked and actioned. Our company welcomes and encourages everyone's input to the strategic direction and priorities of our business.

Trade Union Recognition/ Collective Bargaining:

We involve trade union/worker representatives in key governance and decision-making structures. We do not have a formal written recognition agreement in place with the union, but we do recognise GMB for the purpose of collective bargaining, encourage TU membership, and engage in constructive dialogue with GMB to address workplace issues.