

## Statement of Commitment to the Fair Work Framework

Dunbritton Housing Association is fully committed to upholding the principles of the Scottish Government's Fair Work First (FWF).

We recognise Fair Work as a key driver of inclusive growth, wellbeing, and productivity, and we are dedicated to ensuring that all aspects of our employment practices reflect the five dimensions of Fair Work: effective voice, opportunity, security, fulfilment, and respect.

Dunbritton Housing Association pledges to:

- Pay the real living wage as a minimum to employees
- Provide appropriate channels for effective workers' voice
- Invest in Workforce Development
- Not inappropriately use zero hours contracts
- Address workplace inequalities
- Offer flexible and family friendly working practices
- Oppose the use of fire and rehire practices

This statement reflects our ongoing commitment to ensuring that Fair Work principles are embedded across all areas of our organisation. It will be reviewed regularly and updated as required to reflect our continued progress and development in this area.

### Signed on behalf of Dunbritton Housing Association:

Name: Alban MURPHY

Position: CEO

Signature: Alban Murphy

Date: 17/6/25

### Signed on behalf of the workforce:

Name: CLAIRE SAMAIN

Position: Staff Representative (e.g., Union Rep / Staff Representative)

Signature: [Signature]

Date: 17/6/25

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