SPIRITMEDIA.

Statement on Fair Working Practices

Issued: August 2026. Next review: August 2027.

Spirit Media Scotland is committed to the principles of fair work and to the Scottish Government's Fair Work First criteria, which we apply across our business. We are a fully remote company; this statement applies to all our employees, full-time and part-time, and - where relevant - to freelancers and subcontractors engaged to deliver work on our behalf.

Real Living Wage. We are an accredited Living Wage Employer. All employees, including any apprentices, are paid at least the real Living Wage as calculated by the Living Wage Foundation - which is higher than, and distinct from, the statutory National Living Wage - and we implement each new rate within six months of its announcement. Where subcontractors or agency workers are directly engaged in delivering our client or grant-funded work, we expect the same of them.

Effective voice. We operate a flat structure in which every employee has direct access to the Joint CEOs. Individual voice is supported through regular one-to-one dialogue that exists separately from performance reviews, and through all-team meetings. Employees are consulted in good time on changes that affect them, and issues raised are dealt with fairly and constructively.

Investment in workforce development. We are committed to the continuing professional development of our people, including through the IPA's CPD programme, training on induction, and ongoing development appropriate to each role.

No inappropriate use of zero hours contracts. We do not use zero hours contracts.

Tackling workplace inequalities. We are committed to equal pay for equal work and to recruitment, promotion and reward decided on merit. Our Equality, Diversity and Inclusion Policy sets out how we prevent discrimination, harassment and victimisation, and our remote and flexible working model supports participation by people with caring responsibilities and others for whom traditional office patterns are a barrier.

Flexible and family-friendly working. We are remote by design, and all employees have the statutory right to request flexible working from the first day of employment. We support flexible and family-friendly working patterns wherever they can be accommodated.

Fire and rehire. We oppose the use of fire and rehire practices, and will not use dismissal and re-engagement to diminish our employees' terms and conditions.

This statement is reviewed at least annually by the Joint CEOs and is published on our website in support of our Fair Work First commitments.