



## **Fair Work First Statement**

At Wild Surveys Limited, the principles of Fair Work First are embedded in day-to-day operations, decision-making and company culture. These principles include opportunity, security, respect, fulfilment and effective voice, and underpin how we support and develop our employees.

As an ecology consultancy, the quality of our work is a direct reflection of the well-being, development and engagement of our team. Maintaining a workplace that is inclusive, fair and supportive for all employees is therefore central to how the business operates.

### **Opportunity**

All roles at Wild Surveys Ltd are paid at least the Real Living Wage. Annual pay reviews are carried out, with pay increasing as employees gain experience and develop within their roles. In addition, annual salary increases are implemented in line with national recommendations to ensure pay remains fair and competitive.

A strong emphasis is placed on training and professional development. All training is fully funded by the company and undertaken during working hours. The cost of relevant professional memberships is also covered. Ongoing development is planned and expected for all employees each year to support progression and maintain high professional standards.

### **Security**

Secure terms of employment are provided, and inappropriate zero-hours contracts are not used. Permanent employment is offered wherever possible, and fair and transparent processes are followed when considering any changes to terms and conditions. Practices such as fire-and-rehire are prohibited.

### **Respect**

Equality of opportunity is fundamental to the organisation, and we treat every team member with dignity and respect. Inclusive working practices are supported by internal policies and procedures, including our Diversity and Equal Opportunities Policy and our Dignity at Work Policy.

### **Fulfilment**

The well-being of our employees is a key priority. Flexible working arrangements are supported wherever feasible, and full-time staff benefit from a 4.5-day working week, with the office closed on Friday afternoons. Weekend working is not required. Where evening work is necessary, it is limited to a single evening per week, with employees able to choose whether to receive overtime pay or take time off in lieu, in line with the TOIL Policy. Our Stress Management Policy and our Wellbeing Policy support this approach.

### **Effective Voice**

Employees are provided with an effective voice within the organisation and encouraged to help shape how the business operates and develops. Regular feedback is encouraged through weekly one-to-one meetings with the Managing Director and through regular team meetings. The leadership team maintains an open-door approach so that concerns can be raised, ideas shared, and improvements suggested at any time. Formal reporting routes are also available and are outlined in our Grievance Policy and Whistleblowing Policy.



[www.wildsurveys.co.uk](http://www.wildsurveys.co.uk)

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