



Fair Work First Statement

Aurora is fully committed to the Scottish Government's Fair Work First Policy as part of our focus to make our company a great place to be, where all our people feel they belong, are empowered, and supported to succeed.

We have fair working practices in place and are committed to advance the Fair Work First criteria, specifically by implementing the following:

- Providing appropriate channels for effective employee voice;
- Investment in workforce learning and development;
- Payment of the real living wage;
- No inappropriate use of zero hours contracts;
- Action to tackle gender pay gap and create a more diverse and inclusive workplace;
- Offering flexible and family friendly working practices for all workers from day one of employment; and
- Opposing the use of fire and rehire practice.

Doug Duguid
CEO