

blueton

Blueton Limited
27 Winchester Avenue
Winchester Avenue Industrial Estate
Denny
Stirlingshire
FK6 6QE
Tel: 01324 829661
Fax: 01324 829551

Email: info@bluetonltd.com

Blueton Fair Work First Statement.

Introduction

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. The following information demonstrates Blueton's alignment with the key criteria set out within the policy.

Payment of at least the real Living Wage

Blueton pay at least the real Living Wage to employees.

Workers Voice

Blueton practice multiple opportunities for employees to come together to share ideas and provide feedback on key aspects of our business. We welcome the discussion of proposed changes impacting employees in workplace and further two-way communication by facilitating the sharing of feedback, consultation and ideas from all teams. We operate an 'open door' practice to discuss, share and address any questions or points staff may have.

Blueton promotes a culture of inclusion and respect between employees at every level of the organisation.

Learning & Development Opportunities

Blueton are committed to invest in the development of our workforce. Learning and development is supported by appropriate training and certification required to operate specific machinery.

Creating a Fair & Inclusive Workplace

Blueton ensure we have a fair and inclusive workplace. We practice equality and inclusion and do not practice any gender pay gap.

To support our female colleagues as they experience the Menopause, we are committed to supporting any requirements that may help with their journey.

Where possible we accommodate hybrid working to ease with employee requirements.

Employee Reward, Terms & Conditions

We have more than statutory minimum days for annual leave.

Blueton has never used 'fire and rehire' practices and does not envisage doing so in the future.

We do not make use of zero-hour contracts. All employees have guaranteed contracted hours.

Signed.....Louise Sinclair
Position.....Director
Date01/05/2026

Signed.....Matthew McMullen
Position.....Director
Date01/05/2026