

EUROWIND ENERGY LIMITED

FAIR WORK FIRST POLICY STATEMENT

At Eurowind Energy Limited (EWE), investing in renewable energy is at the core of our business. We want to play a key role in ensuring Scotland's future clean energy supply.

Our mission is to identify renewables opportunities in Scotland and seize them. A cleaner, greener future for Scotland is never alternative.

This mission starts in our workplace, where EWE is committed to the principles of Fair Work First.

[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. At Eurowind Energy, we believe Fair Work can boost productivity and realise untapped potential and benefits the employees, EWE and the wider society.

EWE has adopted policies which support a positive working environment. Particular emphasis is placed upon the five dimension of Fair Work as set out by the Fair Work Convention and how these are applied to EWE. These are:

Fair Work Dimension	How this is applied in Eurowind Energy
Effective Voice	Fostering an environment where employees' views are actively sought, listened to, and can make a difference. Providing a safe environment for any discussions.
Fulfilment	Ensuring we maintain and continue to develop a fulfilling work environment for all employees. Promoting innovation and productivity and understanding development isn't linear.
Opportunity	Promoting access to work and opportunities for staff to progress within their career. Establishing opportunities to learn, develop and progress.
Security	Providing security of employment, work and income. Enabling employees to have a good work-life balance and creating a healthy and safe environment where employees' wellbeing and security is actively supported.
Respect	Respecting all employees and recognising their personal growth. Supporting employees to feel valued and respected to ensure a sense of purpose in work and wider society.

EWE employs a small number of staff in Scotland at present (6 staff members at the time of writing) and has agreed the contents of the statement in consultation with staff members.

Clare Walters

Country Manager, Eurowind Energy Limited