



FAIR WORK FIRST STATEMENT

Celtic Renewables are committed to Fair Work First through living our core values of being passionate, honourable, collaborative, innovative and resolute. Living these values and having fair working practices provide individuals with a working environment that offers employees an effective voice, training & development opportunities, and equal & fair pay.

Celtic Renewables have **appropriate channels for an effective employee voice**, by holding regular listening sessions and we seek regular employee feedback via employee surveys. We also encourage managers to have regular supportive contact with their team members in conversations about wellbeing, performance, development, and learning.

Celtic Renewables **invests in people development**. Our learning approach provides a range of formal and informal learning resources, face-to-face and online, to enhance skills, increase knowledge and build capability across the organisation.

Celtic Renewables has **no inappropriate use of zero hours contracts**, with all our people securely engaged on terms stating regular weekly working hours.

Celtic Renewables whilst not currently required to conduct an annual gender pay gap report have this within the action plan for 2025. We do however offer a fully diverse and inclusive organisational culture ensuring equal opportunities during our recruitment process and succession planning.

Celtic Renewables **pay above the real Living Wage** to all employees.

Celtic Renewables offer **flexibility around working hours** for all our people to support the balancing of work life with personal needs.

Celtic Renewables **opposes the use of fire and rehire practices** and works to avoid such an approach in any circumstance.

Our Fair Work First statement remains under review and open to further improvement with input from our employees.

A handwritten signature in black ink, appearing to read "K. Johnson", is positioned above the printed name and title.

Kerry Johnson
Head of People