


Applies to: All	ORBITAL MARINE POWER	Issued on: March 2025
Classification: Internal	FAIR WORK POLICY STATEMENT	Issued by: Management

Orbital Marine Power commits to the Scottish Government's Fair Work Framework by developing workplace practices that meet the Fair Work First Principles:

- **Effective Voice** : we understand the benefits of engaging both collectively and individually with our employees. Dialogue and communication are managed constructively and by listening to our employees we are able to focus on improving mental wellbeing, introduce companywide enhancements and maintain a supportive work environment for all.
- **Opportunity**: our business is committed to societal progression and opportunity. By developing career pathways we enable our employees to progress their personal development, to better themselves and expand their skillsets.
- **Security**: we will always ensure that all employees and sub-contractors are paid at least the Real Living Wage with guaranteed hours. We have a flexible working approach to allow a fair work/ life balance and robust procedures in place to make sure that no burden of insecurity or risk is placed on our employees. We are committed to reducing any identified gender pay gap; all opportunities within the company are open for all, not biased or restrictive in any way with fair rates of pay offered.
- **Fulfilment**: we are committed to support and encourage all employees to ensure they have opportunity and the ability to consider their potential for personal growth and career development. We encourage and nurture job fulfilment understanding the importance of a sense of belonging and inclusion. Flexible working practices are in place in recognition of the importance of employees feeling valued and trusted and to maximise workforce potential.
- **Respect**: we have robust dignity at work policies and practices which are reviewed regularly to ensure they are still relevant to our objectives as our business grows.

Our Fair Work Action Plan further details how we develop and continually improve Fair Work practices within the company by a process of review and evaluation.

Signed:  _____ **Andrew Scott, CEO**

For and on behalf of Orbital Marine Power Ltd

Date: March 2025

Date of Review: March 2026