

Fair Work Practices – Commitment

Global Quantum Ltd is committed to the Scottish Government's Fair Work First principles. We will apply these to all workers engaged in this contract, including any agency or sub-contractor staff.

Pay, Security & Contracts

- We will pay at least the Real Living Wage to everyone working on this contract and require the same of agencies/sub-contractors (as a contractual condition).
- No zero-hours contracts. Where associates are engaged, we guarantee minimum paid hours per assignment or cancellation pay with reasonable notice.
- Clear job descriptions and transparent pay bands to ensure fairness and progression.

Effective Worker Voice

- Elected staff representative(s) for this contract, a monthly team forum, quarterly anonymous pulse surveys, and an open-door policy to senior management.
- Full support for trade union membership and constructive engagement where unions are present.

Workforce Development

- Structured onboarding focused on CMAL requirements.
- Funded training and professional accreditation (e.g., NEC, PMP, MRICS) and mentoring.
- Minimum 4 CPD days per consultant per year aligned to the contract's needs.
- Annual performance reviews with transparent promotion criteria.

Equality, Diversity & Inclusion

- Inclusive recruitment (anonymised screening and structured interviews), reasonable adjustments, and anti-bullying/harassment standards.
- Annual EDI training for managers; monitoring of diversity and gender-pay indicators with actions reviewed annually and shared at contract level.

Flexible & Family-Friendly Working

- Hybrid and flexible hours by default, subject to operational needs.
- Enhanced family-friendly policies (above statutory where practicable) communicated at induction.

Wellbeing, Safety & Conduct

- Certified management systems: ISO 45001 (H&S), ISO 9001 (Quality), ISO 14001 (Environment) and Cyber Essentials with expectation to gain ISO27001 in March2026
- Confidential reporting (whistleblowing) routes and clear codes of conduct.

Supply Chain & Agency Oversight

- Flow-down of Fair Work requirements in all subcontracts.
- Pre-award due diligence and quarterly compliance checks (evidence of pay, contracts, scheduling).
- Prohibition of exclusivity clauses and opposition to "fire-and-rehire."
- Prompt payment to suppliers (target: within 30 days).

Implementation Timeline

- Day 0–30: Workforce mapping; obtain agency/sub-contractor attestations; induction briefings on Fair Work; appoint staff rep(s) and agree forum cadence.

- Monthly: Team forum; action log shared.
- Quarterly: Audit pay/contract compliance (including supply chain) and publish engagement survey outcomes.
- Annually: Review EDI and gender-pay actions; refresh training plan and CPD targets; provide a Fair Work summary to CMAL.

This framework ensures a well-managed, motivated and properly remunerated workforce, minimising mobilisation risk and maximising continuity and service quality for our Clients.



Graeme J Reid

C.E.O

March 2026