VisitAberdeenshire

Statement of commitment to Fair Work First principles

Aberdeen & Aberdeenshire Tourism Company Limited (VisitAberdeenshire) is committed to adopting all of the following Fair Work criteria and to being a Fair Work employer:

Fair work criteria

- Provide appropriate channels for effective voice, such as trade union recognition.
- To investment in workforce development.
- No inappropriate use of zero hours contracts.
- Take action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- The payment of the real Living Wage.
- To offer flexible and family friendly working practices for all workers from day one of their employment.
- To oppose the use of fire and rehire practice.

Signed

Christoper Foy

Chief Executive

Date 1st April 2026

Signed

Fiona Douglas

Work Force Representative / HR & Business Services Manager

Date 1st April 2026

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Funded by Aberdeen City Council, Aberdeenshire Council & Opportunity North East

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