

# People Matter Charter

Hinds Building Services, pledge to:



## INTENT

Evidence the implementation of Equality & Diversity or Fairness, Inclusion & Respect objectives and practices that go beyond the Equality Act 2010 in order to deliver increased employee satisfaction and an improvement in workplace behaviour.



## INTENT

Evidence an employment, skills and training strategy with a monitored implementation plan.



## INTENT

Evidence the implementation of physical, mental and social wellbeing objectives and practices designed to support a healthy, resilient and independent workforce culture.



## INTENT

Evidence a plan towards paying the real living wage as defined by the Living Wage Foundation.



## INTENT

Evidence materials supply chain due diligence processes that ensures that basic human rights are being protected.



## REQUIREMENT

Evidence that the organisation is complying with the legal requirement to ensure that all the permanent or temporary labour in your organisation have the right to work in this country.



## REQUIREMENT

Evidence processes are in operation and monitored to ensure that the organisation has the capacity and resilience to identify and report issues of labour exploitation.



## REQUIREMENT

Demonstrate that all payment mechanisms in place for employment comply with HMRC Legislation in relation to Tax, NI and pension contributions. As well as legal compliance, evidence that employees directly employed or through our supply chain have access to all benefits such as sick, holiday and paternity pay and they are made aware of their entitlements.