

## ***Fair and Equal Pay Policy***

### **Introduction**

Wallace Stone (“the Company”) is committed to the principle of equal pay for like work, work of equal value and work rated as equivalent for all its employees and understands that equal pay between men and women is a legal right under both UK and European law.

This policy does not form part of any employee's contract of employment and the Company may amend it at any time.

### **Equal Pay Statement**

The Company supports the principle of equality of opportunity for all staff. It recognises the importance of, and is committed to, providing a fair, objective and transparent pay system which is free from gender bias. As good business practice and in the interests of equity and fairness the company is committed to taking action to ensure that it provides equal pay for men and women for like work, work of equal value and work rated as equivalent.

Pay, therefore, includes access to, and level of benefits under, occupational pension schemes, contractual and discretionary bonuses and sick pay as well as any other additional benefits.

### **Relevant Legislation**

The relevant legislation concerning equal pay is: Equal Pay Act 1970, Equal Pay (Amendment) Regulations 1983, Pensions Act 1995, Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007 and the Equality Act 2010. The rights under this legislation apply to all employees of the Company whether full or part-time, on temporary, fixed-term or permanent contracts.

### **Objectives**

The Company's objectives relating to equal pay are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay;
- Take appropriate remedial action;
- Review other Company policies to ensure consistency with equal pay principles.

To achieve these objectives the Company will:

- Implement regular equal pay reviews for all staff (including staff on maternity or sick leave);
- Carry out job evaluation and regular equal pay audits
- Provide training and guidance for staff involved in determining pay;
- Inform staff of how these practices work and how their own pay is determined;
- Respond to grievances on equal pay;
- Monitor pay statistics regularly and gather other relevant information to assess the impact of this Policy.

## Policy

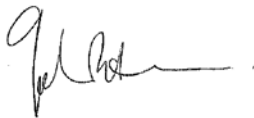
The Company will:

- Ensure that any differential in pay is due to a "material factor" such as length of service, skills and qualifications, performance and levels of responsibility;
- Promote and achieve equality of opportunity for men and women;
- Eliminate unlawful discrimination and harassment.

## Responsibilities

Decisions on initial placing of new staff on incremental salary scales will be taken by one of the Company Partners.

This policy will be reviewed on an annual basis.



PARTNER



PARTNER



PARTNER