



Employability, Health and Safety Statement

Beyond Green is a leading sustainability advisory practice committed to delivering impartial advice and high quality services to its clients in Scotland and across the UK. To this end, employability, safe and healthy working environment is an important aspect of ensuring a high quality service.

However, this statement is to provide and maintain safe and healthy working environment, equipment and systems of work for all our employees, and where applicable, to associates and contractors, to provide such information and support as they need for this purpose.

Relative to our activities the company makes the following commitments

- Provide a healthy and safe working environment for its employees within an externally managed office facility.
- Encourage proactive reporting of accidents.
- Ensure its employees are properly equipped, including PPE, to carryout the tasks required.
- Request its employees to comply with the health and safety policies of its clients when working at their premises sites.
- Access to first-aid that is appropriate for a small office.
- Support flexible working practices so employees and associates can balance work with their other commitments.

Beyond Green works with associates in delivering some of its services and requests its associates to adhere to health and safety requirements and where relevant extends its commitment to them.

Equality and Non-Discrimination

Beyond Green has an open employment policy and, works with associates and contractors based on their merits and skills for the role required. For all employees and associates who are paid on an hourly basis they receive at least the hourly living wage and have a contract, understand disciplinary and grievance procedures.

Beyond Green enters fair terms with its associates and contractors reflecting the skill levels for their assigned tasks and aims to pay all contractors within 14 days of invoice.

Appointed Employability, Health and Safety Representative

Paul Adderley
Managing Director

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