

# MacMillan Spirits Co

## MacMillan Spirits t/a Benbecula Distillery - Fair Work First Statement

### Our Commitment

MacMillan Spirits Co Ltd is committed to implementing the principles of the Scottish Government's Fair Work First policy. We are dedicated to providing fair, equitable, and rewarding work, fostering a motivated and productive workforce.



### Our Fair Work Principles

We commit to the following criteria:

- **Payment of the Real Living Wage:** We pay all directly employed staff and contracted staff at least the real Living Wage, as calculated by the Living Wage Foundation.
- **Effective Voice:** We provide channels for effective worker representation and voice, including [e.g., trade union recognition/employee forums/regular staff feedback surveys].
- **Workforce Development:** We invest in our employees through [e.g., training opportunities/continuing professional development (CPD) frameworks].
- **No Inappropriate Zero-Hours Contracts:** We do not use zero-hours contracts inappropriately and ensure any casual work is offered with flexibility and respect.
- **Diversity and Equality:** We take action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- **Flexible Working:** We offer flexible and family-friendly working practices from day one of employment.
- **Opposing Fire and Rehire:** We do not use "fire and rehire" practices.

## Implementation and Monitoring

We will review this statement annually, engaging with our staff and employee representatives to ensure these commitments are met.

Signed: *Hector MacLeod*

Name/Title: Managing Director

Date: March 24th 2026

