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Compliance with UK Employment Laws Policy

1. Introduction:

We Care 24x7 Ltd ("We Care," "the Company") is committed to ensuring compliance with all applicable employment laws and regulations in the United Kingdom. This policy outlines our commitment to fair employment practices and legal compliance.

2. Employment Standards:

We adhere to all relevant UK employment laws, including but not limited to:

- The Employment Rights Act.
- The Equality Act.
- The National Minimum Wage Act.
- The Working Time Regulations.
- The Health and Safety at Work Act.

3. Equal Opportunities:

We are committed to providing equal opportunities for all employees and job applicants. Discrimination based on race, gender, age, disability, sexual orientation, religion, or any other protected characteristic is strictly prohibited.

4. Working Hours and Breaks:

We comply with the Working Time Regulations, ensuring that employees' working hours, rest breaks, and holidays align with legal requirements. Overtime is managed in accordance with applicable laws.

5. National Minimum Wage:

We ensure that all employees receive at least the National Minimum Wage or National Living Wage, as applicable, for their age group.

6. Contracts of Employment:

We provide clear and transparent contracts of employment to employees, outlining terms and conditions of employment in accordance with legal requirements.

7. Health and Safety:

We prioritize the health and safety of our employees by complying with the Health and Safety at Work Act. Risk assessments are conducted regularly, and necessary measures are implemented to maintain a safe working environment.

8. Anti-Harassment and Bullying:

We have a zero-tolerance policy for harassment and bullying in the workplace. All employees are expected to treat each other with dignity and respect.

9. Data Protection:

We comply with data protection laws, including the General Data Protection Regulation (GDPR), in the collection, processing, and storage of employee personal data.

10. Family and Parental Leave:

We comply with family and parental leave entitlements as outlined in UK employment laws, including maternity, paternity, and adoption leave.

11. Grievance and Disciplinary Procedures:

We have established clear grievance and disciplinary procedures to address employee concerns and ensure fair and consistent treatment.

12. Termination of Employment:

Termination of employment is conducted in accordance with employment laws, providing notice periods and adhering to fair dismissal principles.

13. Employee Representation:

We respect employees' rights to be represented by trade unions or other representatives in accordance with legal requirements.

14. Training and Awareness:

We provide regular training to employees and management to ensure awareness and understanding of UK employment laws and compliance obligations.

15. Policy Review:

This policy is subject to periodic review to ensure its effectiveness and alignment with any changes in UK employment laws.

16. Contact Information:

For questions or concerns related to compliance with UK employment laws, employees can contact the HR department at 020398 37655

17. Changes to the Policy:

Any updates or changes to this policy will be communicated to employees in a timely manner.