



## **Our Commitment to Fair Work**

At Balmacara hotel, we are deeply committed to advancing Fair Work First criteria, firmly believing in the importance of fostering a work environment that respects and promotes the principles of fairness, equality, and respect for all our employees.

We proudly support the Real Living Wage, ensuring that all our team members receive a wage that meets the real costs of living, reflecting our dedication to their well-being and financial security.

Furthermore, we recognize the significance of Effective Voice, both individually and collectively, within our workplace. We are committed to maintaining open lines of communication and encouraging a dialogue that is both constructive and inclusive. To this end, we have worked jointly with our employees and an appointed workplace representative to agree on this statement and uphold the values it represents.

Our dedication to these principles is not just about meeting standards; it's about creating a positive and supportive work environment that empowers our staff and contributes to the success of Balmacara hotel.

We invite our guests and partners to join us in supporting these vital initiatives as we strive to lead by example in the hospitality industry, promoting fair work practices that benefit everyone involved.

Signature

A handwritten signature in dark ink, appearing to read 'D. Anderson', is written over the printed word 'Signature'.