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# ZERO HOUR CONTRACT POLICY

## A) INTRODUCTION

What are zero hour contracts? Essentially these are employment contracts with no guaranteed hours. This means that employees are not guaranteed any work by their employers (and therefore no pay). Guardtech Cleanrooms do not operate or offer Zero Hour Contracts.

## B) PURPOSE

The purpose of this policy is to convey to all employees and interested parties of Guardtech Cleanrooms Ltd the rules of the Company in relation to our unequivocal stance towards the use of Zero Hour contracts and our commitment to ensuring that Guardtech Cleanrooms Ltd conducts its business in a fair, professional and legal manner.

## C) SCOPE

This policy applies to all employees of Guardtech Cleanrooms Ltd, regardless of seniority or site. It also extends to anyone working for or on our behalf e.g. those engaged by us on a self-employed basis or an agency arrangement. We will encourage the application of this policy where our business involves the use of third parties e.g. suppliers; contractors.

## D) POLICY

It is prohibited, directly or indirectly, to offer, give any zero hour contracts.

SIGNATURE:



On behalf of Guardtech Cleanrooms Ltd

NAME: Martin Sewell  
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DATE: 09/11/2020

