



Commitment to Fair Work First

At Spark, we are committed to fostering a fair, inclusive and supportive workplace for all our employees.

As part of our dedication to the Fair Work First principles, we uphold the following commitments:

- **Real Living Wage:** We ensure that all staff are paid at least the Real Living Wage, recognising the value of their contributions and supporting fair pay across our organisation. As of 1 April 2025, all employees at Spark receive at least the Real Living Wage.
- **Effective Voice:** We promote open communication and employee participation, ensuring that all staff have opportunities to contribute to decision-making. This includes regular one-to-one meetings, an annual planning session where staff help shape our operational plan, and structured feedback channels such as board updates, operational reviews, and digital communication platforms.
- **Fair Work Practices:** We provide a supportive and flexible working environment, invest in workforce development, and ensure that all staff have clear opportunities for growth and progression.
- **Respect and Inclusion:** We are committed to fostering a diverse and respectful workplace where all employees feel valued, heard, and empowered to succeed. We believe that embedding Fair Work First principles strengthens our organisation and enhances the quality of our services. We will continue to review and develop our practices to uphold these commitments.

This statement has been jointly agreed by Spark's leadership and workplace representative as part of our ongoing commitment to Fair Work First.