weinsulate.co.uk

Statement of Compliance with the Employment Rights Act 2025

This statement confirms that **WEINSULATE.CO.UK LIMITED** is committed to full compliance with the provisions of the Employment Rights Act 2025 and all applicable employment legislation.

We affirm that our organisation:

- Provides all employees with clear written terms and conditions of employment, including job roles, pay, working hours, and notice periods.
- Ensures fair and lawful treatment in all aspects of employment, including recruitment, promotion, discipline, and termination.
- Upholds employees' rights to statutory leave, including annual leave, sick leave, parental leave, and any additional entitlements prescribed by law.
- Maintains compliant payroll practices, including adherence to minimum wage requirements and lawful deductions.
- Protects employees from unfair dismissal and ensures that any termination process follows fair and transparent procedures.
- Supports a safe and healthy working environment in accordance with relevant health and safety regulations.
- Respects employee rights relating to flexible working, rest breaks, and working time limits.
- Provides access to grievance and dispute resolution procedures that are fair, transparent, and timely.

We regularly review our policies and practices to ensure ongoing compliance with current legislation and best practices. Training is provided to management and staff to promote awareness and understanding of employment rights and responsibilities.

This statement is issued as a formal declaration of our commitment to lawful, fair, and ethical employment practices.

Signed: E.Smith-Hutchon Date:01/05/2026

Eric Smith-Hutchon
Director