



WORK LIFE BALANCE - STATEMENT

Roshal acknowledges that staff have responsibilities and commitments outside of work. We recognise these responsibilities and commitments, so far as is reasonably practicable in the context of operational requirements, to better enable staff to balance their work and home lives.

Work life balance is about introducing flexible working practices so that all employees, can find practical arrangements that allow them to balance/combine their working life with their social, health, family, caring and other responsibilities or aspirations. We have several employees with young families or carer responsibilities allowing flexible working hours working around child and carer duties.

Considerations are made for:

- Parental leave
- Exceptional leave
- Medical, dental and related leave
- Flexible working
- Flexible working from home

Roshal Space Consultants Ltd adopt and are committed to continuing to improve work-life balance initiatives throughout the company including:

- Engaging with the local community
- Fostering a healthy work environment
- Invest in managerial training to help and support employees and to spot 'burnout or overworking'
- Creativity and innovation fostering
- Encourage educational support through 'lunch & learn' scheme
- Invest in team building activities
- Adopt a social calendar in which all employees are encouraged to partake in

Signed:

A handwritten signature in black ink, appearing to be "CP" or similar initials, written in a cursive style.

Managing Director
Craig Parsons
Roshal Space Consultants Ltd

Date: 14th April 2021