



Our Nine No-Bull Rules to Work By

1/9 FAIR PAY

Good Pay. Plus tips are for the tipped = always earning WAY above the Real Living Wage with an open & transparent pay structure.

2/9 FAIR PLAY

Healthy Workplace & Team Culture - work should be fun! It's life, so always time for socials too.

3/9 BE DECENT EMPLOYERS WITH BENEFITS

Genuine Transparency. Open-Hearted Leadership. Human approach. Perks of the job - real tangible benefits that make life sweeter.

4/9 TRADE WITH DECENT EMPLOYERS

We aim to be one, but we will also trade with ... seek out cooperatives, employee owned and those who have signed the Good Business Charter (like us!)

5/9 LEARN AND IMPROVE

Dedicate time to training & fulfilment. Working with ideas from within our team.

6/9 RECOGNISING & REWARDING HARD WORK & COMMITMENT

Through pay, investment in training, promotion and feedback. When the business wins an award, we all win the award.

7/9 DELIBERATE REST, TIME OFF

Leisure time, hobbies, learning, interests & home - a supportive work culture enables it all.

8/9 BEING HUMAN - HOME, RELATIONSHIPS & LIFE'S ADMIN

Often we've got more to do at home than in work - we encourage a proper balance through flexible, collaborative and supportive work culture.

9/9 DIVERSITY & INCLUSION

We will always aim to empower equal opportunities along with an understanding of wider societal needs.