**ADVANCED INNOVATION VOUCHER SCHEME AY2022/23**

**Additional Supporting Information**

**Please provide the following information in support of your application for the Advanced Innovation Voucher scheme. In order to be eligible for this funding, you must meet the criteria below – this is a condition of award.**

**If you would like to ensure you meet the criteria before you complete the full application form, please submit this form to** [**applications@interface-online.org.uk**](mailto:applications@interface-online.org.uk) **for confirmation.**

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| --- | --- |
| Project Details |  |
| Project Name |  |
| Company |  |
| HEI |  |
| **Low carbon statement**  Does your business have a credible plan in place to reduce operational greenhouse gas emissions to net zero by 2045 at the latest?  **Yes/No**  **Please provide details below:** (max 50 words) | |
| **Fair Work -** We work with companies committed to or aspiring to fair work practices.  Do you pay RLW to all employees aged 16 and over including apprentices and those contracted to act or carry out works on your behalf?  *You can find out what the latest Real Living Wage (RLW) rate is here* [*https://www.livingwage.org.uk*](https://www.livingwage.org.uk)  **Yes/No/ Working Towards/Unable to Commit**  **Please provide details below – i.e. if you cannot meet this condition, how many staff are affected:** | |
| Do you employ anyone using a zero-hours contract?  **Yes/No**  **If yes, please explain below what circumstances you use zero-hour contracts in and how many staff are affected.** (max 50 words) | |
| Do you invest in and develop your workforce?  *For example, Formal training plans for staff members, induction plans, on job training etc.*  **Yes/No**  **Please provide details here:** (max 50 words) | |
| Do you offer appropriate and proportionate communication channels to support employee feedback and engagement?  **Yes/No**  **Please provide details here:** (max 50 words) | |
| Do you measure and track the Gender Pay Gap within your organisation?  **Yes/No**  **Please provide details here:** (max 50 words) | |
| Do you actively take steps to create a more diverse and inclusive workplace?  **Yes/No**  **Please provide details here:** (max 50 words) | |
| Do you have a flexible working policy?  **Yes/No**  **Please provide details here:** (max 50 words) | |
| Do you oppose the use of fire and rehire practices in your organisation?  **Yes/No** | |
| You may be aware that the UK and Scottish Government are operating a programme of sanctions against Russian and Belarussian interests due to the war in Ukraine. In addition, Scottish Government wrote an open letter last year asking companies to review their operation for links and connections to Russia and to sever them. Scottish Enterprise has been tasked with applying the same principles to the companies and individuals that we work with.  Ultimately, we’re looking for satisfaction that the company and any group where relevant does not have, either direct or indirect associations with the following:  • Trading links with Russia/Belarus through either import from or exports to these countries.  • Any subsidiary companies, plants or premises in Russia/Belarus that are still operating. This extends to sales offices, distribution facilities or production plant or equipment and if the answer to any of these is yes, we need to understand the nature of what they do?  • Any investments in Russia/Belarus of whatever sort. If they do, what is the nature of these investments i.e., what are they supporting/funding and roughly how much are they are worth? | |