
Policy: Living Wage Strategy Policy

1. Summary

- 1.1. This policy defines WINNS Services Living Wage Strategy Policy to ensure it meets requirements.
- 1.2. The Finance Director is responsible for the implementation and management of the Living Wage Strategy Policy

Rev.	Date	Nature of Changes	Approved By
1	3rd January 2018	Original issue.	C Stebbing
2	7th September 2021	General update	C Stebbing
3	7th January 2023	General Updates	C Stebbing
4	27th February 2023	Full Review	Full Team

2. POLICY: Living Wage Strategy Policy

WINNS believe in the Living Wage as an employer. The Living Wage is an hourly rate set independently and updated annually and is calculated according to the basic cost of living in the UK. There are two rates of Living Wage: one for those based in Greater London (London Living Wage) and another rate for the rest of the UK (UK Living Wage).

The current hourly rates for London Living Wage and UK Living Wage can be found on the Living Wage Foundation website.

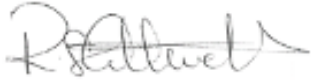
WINNS clients choose to pay WINNS employees the Living Wage on a voluntary basis as opposed to the National Minimum Wage and the National Living Wage which are statutory obligations.

Payment of the Living Wage has many advantages, and these include:

- Staff retention
- Reduction in absenteeism
- Ethical employment practices
- Reduction in poverty affording people the opportunity to provide for themselves and their families

As a Living Wage employer, it means to WINNS the following:

- WINNS will continue to pay the Living Wage for its directly employed staff.
- WINNS will ensure to the extent permitted by law that any of its contractors or subcontractors pay the Living Wage to those employees based in Greater London and pay UK Living Wage to those employees based outside Greater London. This applies to employees providing a service to the City or rest of the UK involving two or more hours of work on any given day in a week, for eight or more consecutive weeks in a year. This applies to contractors and subcontractors providing services for our customers premises or property occupied in Greater London or the rest of the UK.

A handwritten signature in black ink, appearing to read 'R. Allwell', is positioned in the upper left area of the page.

Signed Date: 27/02/2023

Managing Director