

### Living Wage Policy

---

#### AmcoGiffen is an accredited Living Wage Employer

The real Living Wage is the only rate calculated according to what people need to make ends meet. It provides a voluntary benchmark for employers who choose to take a stand by ensuring their colleagues earn a wage that meets the costs and pressures they face in their everyday lives. There is a separate London Living Wage rate to reflect the higher costs of transport, childcare and housing in the capital. These figures are calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, based on the best available evidence on living standards in London and the UK.

The Living Wage Foundation is the organisation at the heart of the movement of businesses, organisations and individuals who campaign for the simple idea that a hard day's work deserves a fair day's pay. The Living Wage Foundation receives guidance and advice from the Living Wage Advisory Council. The hourly rates for UK Living Wage and the London Living Wage can be found on the Living Wage Foundation website at [www.livingwage.org.uk](http://www.livingwage.org.uk)

Employers choose to pay the Living Wage on a voluntary basis as opposed to the National Minimum Wage and the National Living Wage which are statutory obligations. Committing to pay the real Living Wage is not only the right thing to do for all our colleagues it represents a long-term investment in our people and we recognise that there are also business benefits due to paying the real Living Wage which include:

- Better colleague retention and reduced turnover
- Increased colleague engagement
- Reduced absenteeism
- Increased commitment to the organisation
- Ethical employment practices; and
- A contribution to a reduction in poverty, affording people the opportunity to provide for themselves and their families.

As an accredited Living Wage Employer, AmcoGiffen are committed to:

- Paying the relevant London Living Wage to our directly employed colleagues\* based in Greater London and the UK Living Wage to our directly employed colleagues\* based outside Greater London; and
- Ensuring that all long-term contract workers (working for AmcoGiffen continuously for 8 weeks or more) are paid the relevant London Living Wage if based in Greater London and the UK Living Wage if based outside Greater London; and
- We will advise all our suppliers and subcontractors that we are a Living Wage Employer and encourage them to consider becoming Living Wage Employers themselves and to pay their colleagues and workers the London Living Wage if based in Greater London and the UK Living Wage if based outside Greater London.

\* Different rates apply to those under 18 years of age and apprentices during their first year of employment with AmcoGiffen.

This Policy will be reviewed annually, as a minimum, to ensure its continued effectiveness.



**John Booth**  
Managing Director