

Policy status

This policy was adopted by the Company on 14th July 2020 and last reviewed 12th October 2022

Scope

The aim of this policy is to ensure that the Practice's commitment to the Living Wage is documented, communicated, and implemented.

Responsibilities

All employees and those who act on the Company's behalf are required to adhere to this policy when undertaking their duties or when representing the Company in any other guise.

A breach of this Policy by staff will be considered to be a disciplinary offence and will be dealt with according to Statlog Pro Limited disciplinary procedures.

Our commitment

Statlog Pro Limited(UK)LLP is committed to paying a minimum of the Real Living Wage (as defined by the Living Wage Foundation) to all employees and ensuring, as far as reasonably practical, that those within the Statlog Pro Limited supply chain do the same.

Statlog Pro Limited recognises that payment of the Living Wage provides benefits to us as an employer and to the wider community as follows: -

- Staff retention and reduced staff turnover
- Increased employee engagement
- reduced employee absenteeism
- an increased commitment to our organisation
- a practical demonstration of our ethical employment practices
- a contribution to reduction in poverty affording people the opportunity to provide for themselves and their families

For Statlog Pro Limited, our commitment to the Living Wage means that we will continue to pay at least the Real Living Wage for all our staff who are employed directly by us; and we will aim to ensure (to the extent permitted by law) that our contractor and sub-contractor community also pay a minimum of the Real Living Wage to their employees and staff.

Formal review

We formally review this policy annually to ensure it is relevant and up to date.

Staff induction and training

In order to ensure that all who work at Statlog Pro Limited understand this policy and our commitment, this policy is provided to all new employees during their induction period. In addition, special training and refresher training is given to staff who work within relevant departments.



Signature:

Date: 12th October 2022

Name: Andrew Etherington

Position: Director