



LIVING WAGE POLICY

1 January 2020

OUR COMMITMENT

We are committed to being a Living Wage Employer.

The Living Wage is a rate of pay per hour which is enough to make sure workers and their families can live free from poverty.

HOW MUCH WILL PPG PAY?

We will pay the UK Living Wage for outside of London of £9.50 per hour as calculated annually and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK.

WHAT WILL PPG DO AS A LIVING WAGE EMPLOYER?

- We will ensure that all our employees are paid the Living Wage (this excludes apprentices and internships).
- We will pay all of our contracted agency staff the Living Wage
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible.
- We will aim to encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid the Living Wage.
- We will encourage all employers both directly and through their sub contractors and promote the Living Wage principles when there are opportunities to so.

PROCUREMENT

- We will encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid the Living Wage.

- A qualifying services contract will involve an employee of the contractor being on PPG'S premises or in contact with its staff for two or more hours per week for twelve or more cons.
- In these circumstances PPG will ask potential contractors the extent to which they are prepared to adopt Living Wage measures for any work they do as part of the PPG contract. In letting any contract, PPG is required to demonstrate value for money and will consider how it can achieve its overall objectives on a case by case basis.

This policy has been approved & authorised by:

Name: Reece Coker

Position: Centre Manager

Date: 29/07/2020

Signature:

R M Coker.

Review of Policy: 25/07/2021