

# GOING A STEP BEYOND

We are a  
**Living  
Wage**  
Employer

## Important Update on Living Wage Rates

As a Recognised Service Provider of the Real Living Wage, we are committed ensuring all staff receive a wage that reflects the real cost of living, going beyond the government minimum. We are proud to work with clients who share our commitment to fair pay and social responsibility.

The Living Wage Foundation recently announced the updated rates for the London Living Wage and UK Living Wage, reflecting their annual adjustment to address inflation and rising living costs. These changes ensure that employees are compensated in line with the real cost of living, providing stability and support during challenging times.

### 2024/25 Rates

✓ **UK: £12.60/hour**  
(+£0.60)

✓ **London: £13.85/hour**  
(+£0.70)



#### How are the rates calculated?

The rates are calculated annually by the Resolution Foundation, overseen by the Living Wage Commission, based on evidence of living standards in London and the UK.

## What are the benefits?



#### Improved Recruitment & Retention

93% of university students want to work for an accredited Living Wage employer.



#### Increased Consumer Confidence

90% of consumers are more likely to buy from an employer who pays the Real Living Wage.



#### Stronger Investor Appeal

85% of investors prioritise companies investing in employees, with 62% valuing the Living Wage accreditation.



#### Enhanced Social Impact

Supporting the Real Living Wage strengthens local economies while improving employee well-being.

Thank you for your continued commitment to paying the Real Living Wage to operatives at your sites. Your support plays a vital role in helping employees manage rising living costs while maintaining a fair and secure standard of living.

If you have any questions about these updates, please feel free to reach out to our support team.