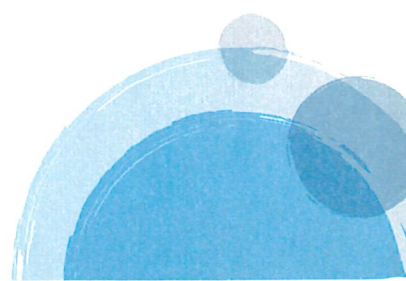


## **Living Wage Policy**

1 May 2020

Last reviewed: 15 November 2024



## Policy Statement

Pellikaan Construction Ltd conducts its business ethically and places considerable emphasis on fair remuneration of its employees and subcontractors. We genuinely believe that our people are our greatest resource and ensure that employee salaries and those of subcontractors reflect, as a minimum, the hourly Living Wage ('the Real Living Wage') - as published annually by the Living Wage Foundation.

Our approach generates a decent standard of living for all who work for our business.

This policy has the top-level commitment of the Managing Director and is applied by our Directors and HR Department.

## Scope

This policy applies to all employees of Pellikaan Construction Ltd. (Apprentices will be remunerated at the current rate as published by government on gov.uk).

Our policy is published widely to employees and integrated into our HR Manual.

Our subcontractors are made aware of the Policy as part of our procurement process and must comply fully with it. This ensures that people working for subcontractors are paid the same minimum rate as if they worked directly for us.

## Policy objectives

Pellikaan is committed to the following policy objectives:

- Meeting all applicable legal requirements
- Maximising levels of employee retention
- Maintaining employee commitment and quality of service
- Reducing absenteeism amongst employees & subcontractor employees
- Enabling people to live with dignity and generate a decent standard of living for themselves and their families.

## Policy implementation

In implementing this policy, we will:

- Pay hourly rates which exceed the statutory National Minimum Wage.
- Undertake an annual review of hourly wage rates applicable under the Living Wage and ensure that employee salaries are reflective (or above) these.
- Base annual review on rates published by The Living Wage Foundation.
- Pay the London Living Wage to employees working and living in London.
- Obtain the commitment of our subcontractors to ensure continued compliance with our own Living Wage Policy.

## Policy review

Pellikaan will review and update (where latter necessary) this Policy periodically and at least annually, ensuring continued compliance and that all policy approaches are reflective of best practice.

### Responsibility and authorisation

Our Managing Director carries responsibility for living wage policy within the business, provides top level commitment and has signed this policy as such.

Signed: 

Date: 1 May 2020  
Last reviewed: 15 November 2024  
Name: Gert-Jan Peeters  
Designation: Managing Director