

### WHAT IS THE LIVING WAGE?

The Living Wage is an hourly rate set independently and updated annually. It is calculated according to the basic cost of living using the 'Minimum Income Standard' for the UK.

Decisions about what to include in this standard are set by the public; it is a social consensus about what people need to make ends meet.

Employers choose to pay the Living Wage on a voluntary basis. The Living Wage enjoys cross party support, with public backing from the Prime Minister and the Leader of the Opposition.

Current levels for the Living Wage and details of how it is calculated can be found on the [Living Wage Foundation website](#).

Vertex Services Group believe in the Living Wage as an employer. Vertex Services Group chooses 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.

Payment of the Living Wage has many advantages, and these include:

- Staff retention
- Reduction in absenteeism
- Ethical employment practices
- Reduction in poverty affording people the opportunity to provide for themselves and their families

As a Living Wage employer, Vertex Services Group Limited will continue to pay the Living wage for all its directly employed staff.



Wayne Tantrum  
Managing Director  
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