McNealy Brown LIMITED

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SPECIALIST FABRICATORS • ARCHITECTURAL METALWORKERS • DESIGN & INSTALLATION ENGINEERS

# Living Wage Policy (inc. London Living Wage)

The implementation of this Policy is the responsibility of the Managing Director, assisted by the QHSE & HR Manager and the senior management team.

The Living Wage is an hourly rate, set independently and updated annually. It is calculated according to the basic cost of living in the UK. Employers choose to pay the Living Wage on a voluntary basis.

Benefits to contracting businesses following the implementation of the Living Wage are:

- Improved recruitment and retention of staff
- Increased productivity
- Reputational impacts of being an ethical employer

## London Living Wage

McNealy Brown Limited also agrees to apply the London Living Wage to its directly employed staff working in London. Should the Mayor of London increase the rate of the London Living Wage then the top-up will be amended as necessary.

This policy will be reviewed annually, when circumstances indicate that a change is required or when legislation is introduced that necessitates change.

Signed: .....

Vaughan McNealy
Director
23.02.2024

Signed: .....

Roland Brown
Director
23.02.2024

Certificate No.5044
ISO 9001 - ISO 14001
ISO 45001 - BS EN 1090