

**QUALITY & SERVICE LIMITED****LIVING WAGE POLICY STATEMENT****INTRODUCTION**

Quality & Service (Q&S) is a formally Recognised Service Provider proudly working together with the Living Wage Foundation. The Living Wage is an hourly rate set independently and updated annually and is calculated according to the basic cost of living in the UK. There are two rates of Living Wage: one for those based in Greater London (London Living Wage) and another rate for the rest of the UK (UK Living Wage).

The current hourly rates for London Living Wage and UK Living Wage can be found on the Living Wage Foundation website.

Q&S has implemented the UK and London Living Wage for employees working at our head office and a proportion of core employees working on Client Estates. However, this Recognition Award from the Living Wage Foundation demonstrates that Q&S are further committed, where permitted, to submitting the Living Wage alternative in all its Tenders and will promote the adoption of the Living Wage to our Clients.

Q&S choose 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

**FAIR PAY COMMITMENT:**

The Recognition Award for Service Providers was created by the Living Wage Foundation in order to help service providers make a fair pay commitment. Given the nature of our business, it is not always possible for Q&S to implement the Living Wage for all the contracts we deliver. Living Wage Recognition helps Q&S as a service provider, demonstrate a real commitment to the Living Wage, by paying (as minimum) this to our head office staff and core employees, as well as working with our clients and customers to raise awareness.

As a service company, we believe that we have an important role to play in promoting the Living Wage movement. Q&S' Living Wage commitment sits within our Corporate Value; the aspiration to a culture of unconditional integrity; it is at the heart of how we operate, integrity in dealing with our clients, employees, other contractors and our client's tenants and visitors; integrity in the service we provide and integrity in our behaviour.

Q&S are committed to working with our clients and with the wider industry to promote fair play and tackle in-work poverty. Q&S recognises that our people are at the heart of our business and the key to our success, enabling us to be the best at that we do and we are committed to sustainable employment. Supporting the Living Wage is the right thing to do; it improves our employees' quality of life, but also benefits our business and wider society.

This policy is fully supported by senior management and will be reviewed on an annual basis.



**Managing Director**

**Date: 02/01/2025**