Policy statement date: October 2023

Woodspeen Training Limited Local Living Wage Commitment

At Woodspeen Training Limited, we are deeply committed to supporting our community.

Fostering a fair, and just workplace, and ensuring that our employees can achieve a decent standard of living. As such, we hereby commit to paying all our employees a local living wage that reflects the potential cost of living in our community.

Our commitment to a local living wage includes the following principles:

1. **Fair Compensation:** We will ensure that all employees, regardless of their role within the organisation, receive a wage that allows them to meet basic needs such as housing, food, transportation, healthcare, and education, as determined by local living wage standards.

2. **Regular Review:** We will regularly review and adjust our wage rates to align with changes in the local cost of living where applicable, ensuring that our employees' pay remains equitable and competitive.

3. **Transparency:** We will be transparent in our wage policies, making it clear to our employees when their pay may be reviewed by the business, and providing opportunities for them to discuss and address any concerns.

4. **Compliance:** We will adhere to all local, regional, and national laws and regulations related to wages, benefits, and labour practices, while always striving to exceed these standards when it comes to providing a living wage.

5. **Advocacy:** We will actively advocate for the concept of a local living wage within our industry and community, encouraging other businesses and organisations to join us in this commitment.

By making this commitment, Woodspeen Training Limited aims to create a more equitable and prosperous community, where all individuals can thrive, and where challenging work is rewarded. We recognise that paying a local living wage is not only a moral imperative but also a sound business practice that contributes to the overall well-being and productivity of our workforce.

**To be reviewed annually

Next review date October 2024