

The Real Living Wage Policy

Green Mop Ltd is committed to paying all staff at least the Living Wage.

The Living Wage is an hourly rate calculated according to the basic cost of living in the UK. The current rates can be found on [The Living Wage Foundation website](#).

Employers choose to pay the Living Wage on a voluntary basis, as apposed to the National Minimum Wage and National Living Wage which are statutory obligations.

Green Mop Ltd recognises that payment of The Living Wage is right for our hard-working staff. It also gives us various benefits, including:

- ✓ **Staff retention / reduced staff turnover;**
- ✓ **Increased employee engagement;**
- ✓ **Reduced absenteeism;**
- ✓ **Increased commitment to Green Mop;**
- ✓ **Ethical employment practices;**
- ✓ **A contribution to the reduction in poverty affording people the opportunity to provide for themselves and their families**

For Green Mop, being a Living Wage employer means adherence to the following commitments:

- We will continue to pay The Living Wage for all our staff who are employed directly by us; and
- We will aim to ensure (to the extent permitted by law) that our contractor and sub-contractor community pay The UK Living Wage, or The London Living Wage for those employees based in Greater London.