

LIVING WAGE POLICY



CML recognises that recompense for work should allow those working to a decent standard of living without dependence on outside subsidies.

CML pays the Living Wage to all employees.

A living wage is one which allows individuals to meet their everyday needs to a basic but decent standard. 'Everyday needs' means essentials such as food, housing, and utilities, with a margin for unforeseen events such as the replacement of white goods. It is based on living costs and is calculated annually by the Resolution Foundation, overseen by the Living Wage Commission.

Payment of the Living Wage has many advantages including:

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

CML are proud to be a Living Wage employer and commit to:

- Paying all employees at least the Living Wage.
- Working closely with our supply chain to encourage them to pay their staff the Living Wage. Procurement procedures are in development to communicate our Living Wage commitment to everyone we do business with and also encourage them to consider implementing the Living Wage.

CML ensures that all elements of pay, and reward are open, fair, consistent and explainable. Reward structures are benchmarked against the market at periodic intervals in the year to ensure we remain competitive within our industry.

Signed on behalf of **CML**.

C. MORTIMER BSC IENG MICE

Managing Director

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