



# Living Wage Policy Statement October 2022 for CubeLynx Limited

## Introduction

CubeLynx Limited recognises that recompense for work should allow those working, to have a decent standard of living without dependence on outside subsidies. Due to this, although not accredited, we choose to be a Living Wage employer.

## Background

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 at [www.livingwage.org.uk](http://www.livingwage.org.uk). Employers 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.

## Benefits

CubeLynx recognises that payment of the Living Wage gives organisations various benefits, which may include:

- Staff retention and reduced turnover;
- Increased employee engagement;
- Reduced absenteeism;
- Increased commitment to the organisation;
- Ethical employment practices; and
- A contribution to reduction in poverty affording people the opportunity to provide for themselves and their families.



## Our commitment

For CubeLynx, 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 London Living Wage to those employees based in Greater London and UK Living Wage to those employees based outside Greater London

To ensure ongoing compliance with our Living Wage policy we will:

- Continue to monitor any changes in the Living Wage rate and;
- Ensure that this is continuously reviewed when conducting pay reviews and when processing the monthly payroll.