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## Real Living Wage Report – February 2020

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### Overview:

The real living wage is the only UK wage rate to be voluntarily paid by UK businesses; it is higher than the government living wage as it is based on actual living costs. The real living wage, as calculated by The Living Wage Foundation, is currently set at £9.30 for the UK and £10.75 for London.

### Current position:

At the current time, Vital Energi guarantees to pay the National Minimum Wage (NMW), National Living Wage and Real Living Wage rates to all directly employed members of staff (in line with the minimum age limits appropriate to each National pay structure). Apprentices are not required to receive the Real Living Wage; we do however pay each of them significantly higher than the NMW and ensure pay rises over the course of the apprenticeship are well above inflation.

### Future Objectives:

Vital Energi is looking to become an accredited Real Living Wage employer. There are already over 4,300 UK businesses throughout the UK who voluntarily pay the Real Living Wage as they believe their staff deserve a fair day's pay for a hard day's work. As we recognise that our people are key in achieving business objectives, and that our fundamental aim is to become the *'Employer of Choice'* in the energy market, this is an accreditation we are striving to achieve.

We hope that by achieving this we; improve our reputation, increase motivation within the workplace, retain our employees, differentiate ourselves from our competitors and improved relations between staff and management.

We are aiming to gain accreditation/ review our progress in or around July 2020.

*"Our people are our asset"*