

38. LIVING WAGE POLICY

MP Power is committed to meeting the requirements of the living wage campaign that believes “a fair day’s work deserves a fair day’s pay”.

- Payment of at least the living wage has many advantages, and these include:
- Staff retention
- Reduction in absenteeism
- Ethical employment practices
- Reduction in poverty affording people the opportunity to provide themselves and their families

MP Power Ltd is proud to be a living wage employer and as such will:

- Pay all employees at least the living wage
- Work closely with suppliers and subcontractors to encourage them to pay their staff the living wage
- Review wage levels regularly to ensure ongoing compliance with living wage standards
- Promote awareness of the living wage amongst our workforce and business partners

The company recognises that paying a living wage is not only beneficial for employees but also contributes to a more motivated, loyal, and productive workforce. This policy aligns with our core values of fairness, integrity, and social responsibility.

We are committed to transparency in our pay practices and encourage open dialogue with staff regarding pay and working conditions.

This policy is subject to regular review and will be updated in line with changes to the living wage rates or relevant legislation.
Approved by Managing Director

APPROVED BY MANAGING DIRECTOR REVIEW YEARLY OR AS AND WHEN REQUIRED	<i>D CURTIS</i>	DATE: 01/01/26
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