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## Real Living Wage Report – **OCTOBER 2025**

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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 **£13.45 for the UK** and **£14.80 for London** (as of 22<sup>nd</sup> October 2025). Employers have 6 months to implement these changes, with effective date of no later than 1<sup>st</sup> May 2026.

### **Current position:**

Vital Energi guarantees payment of at least the National Minimum Wage, National Living Wage and Real Living Wage to all directly employed staff, in line with the relevant age-related requirements. Whilst apprentices are not required to receive the Real Living Wage, we pay them significantly above the National Minimum Wage and ensure progression throughout their apprenticeship that exceeds inflation.

### **Future Objectives:**

By continuing to pay our employees the Real Living Wage and working towards securing full accreditation, we demonstrate our ongoing commitment to being an ethical employer. This approach enables us to make a meaningful difference to people's lives, ensuring our employees feel valued, motivated and recognised for the contribution they make.

Historically, during bid and tender processes, we have consistently evidenced that whilst Vital Energi is not yet an accredited Real Living Wage employer, we are fully committed to paying our directly employed workforce in line with the Real Living Wage.

Vital Energi remains committed to achieving Real Living Wage accreditation and recognises that there are factors outside of the organisation's direct control that influence our ability to do so. These include pay arrangements for individuals who work on our sites but are not directly employed by us, such as contractors, cleaning staff and door staff. In order to achieve accreditation, it will therefore be necessary to undertake a comprehensive review of existing contractor agreements, strengthen documentation and reporting processes, and ensure full alignment with all accreditation criteria, beyond pay rates alone.

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We recognise that our people are fundamental to the achievement of our business objectives. Our ambition is to become an *Employer of Choice* within the energy market, and Real Living Wage accreditation forms an important part of this journey.

*Our people are our greatest asset.*