
Real Living Wage Report – NOVEMBER 2022

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 £10.90 for the UK and £11.95 for London (effective date of increase 1st November 2022).

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. Almost 300,000 employees have received a pay rise as a result of the Living Wage campaign, with over 4,300 UK businesses through 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 gaining this accreditation (hopefully in or around July 2023) shows our commitment to being an Ethical Employer; making a difference to peoples' lives and making employees feel valued, motivated and appreciated.

"Our people are our asset"