

Dyaco UK Living Wage Policy

Introduction

Dyaco UK Ltd is committed to ensuring that all our employees receive a fair and equitable wage that reflects the cost of living in the United Kingdom. We believe that paying the living wage is not only the right thing to do but also contributes to the overall well-being and job satisfaction of our employees. This policy outlines our commitment to paying the living wage and the steps we take to implement and maintain it.

Living Wage Definition

Dyaco UK Ltd adheres to the definition of the Living Wage as set by the Living Wage Foundation, which is a rate that is independently calculated based on the basic cost of living in the UK. This rate takes into account essential expenses such as housing, food, and transportation.

Policy Statement

Dyaco UK Ltd is committed to the following principles in relation to the living wage;

- We will pay all our employees, including permanent, temporary, and contracted workers, at or above the current Living Wage rate as defined by the Living Wage Foundation.
- We will regularly review and update our wage rates to ensure that they remain in line with the Living Wage Foundation's recommendations. Adjustments will be made as necessary to maintain compliance.
- All employees will be treated equally in terms of pay, irrespective of their role or position within the company. There will be no discrimination in wage rates based on factors such as age, gender, race, religion, disability, or any other protected characteristic.
- We will provide clear information to all employees about their wage rates and any changes to those rates. This will be done in a transparent and easily understandable manner.
- Dyaco UK Ltd will encourage our suppliers and contractors to pay their employees the Living Wage. We will actively engage with our suppliers to promote fair wages throughout our supply chain.
- We will provide training and awareness programs for our employees and managers to ensure they understand the Living Wage policy and its importance.
- Dyaco UK Ltd will monitor compliance with this policy regularly and take corrective action if necessary to address any non-compliance issues.

Implementation

To implement and maintain our Living Wage Policy, Dyaco UK Ltd will;

- Conduct regular reviews of wage rates to ensure compliance with the Living Wage Foundation's recommendations.
- Provide wage information to employees in a clear and accessible manner.



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- Engage with employees, trade unions, and relevant stakeholders to address any concerns related to wage rates.
- Encourage our suppliers and contractors to pay their employees the Living Wage and consider this commitment in our procurement decisions.
- Provide training and support to managers and employees to ensure understanding and compliance with this policy.

Conclusion

Dyaco UK Ltd is dedicated to upholding the Living Wage as a minimum standard for our employees. We believe that paying a wage that meets the basic cost of living is not only a moral obligation but also essential for creating a motivated and satisfied workforce. This policy reflects our commitment to these principles, and we will continue to work towards a fair and just wage for all our employees.

Dyaco UK Ltd



D. Jackson

Signature:

Printed Name: Dean Jackson

Date: September 2023

