



By Appointment
To Her Majesty Queen Elizabeth II
Conservation Equipment Engineers
Willard Conservation Ltd
Chichester



THE QUEEN'S AWARDS
FOR ENTERPRISE:
INTERNATIONAL TRADE
2016

Willard

CONSERVATION EQUIPMENT ENGINEERS

Living Wage Policy Statement

The Living Wage is an hourly rate calculated according to the basic cost of living in the UK. It is set independently and updated annually. There are two rates of Living Wage: one for those based in Greater London (London Living Wage) and another rate for the rest of the UK (UK Living Wage).

Employers choose to pay the Living Wage on a voluntary basis as opposed to the National Minimum Wage and the National Living Wage which are statutory obligations.

Willard Conservation Ltd recognises that payment of the Living Wage gives their enterprise various benefits, which may include:

- Staff retention and reduced turnover;
- Increased employee engagement;
- Reduced absenteeism;
- Increased commitment to the organisation;
- Ethical employment practices; and
- A contribution to reduction in poverty affording people the opportunity to provide for themselves and their families.

As a Living Wage employer Willard Conservation Ltd will adhere to the following commitments:

- We will continue to pay the Living Wage for all our staff who are employed directly by us; and
- We will aim to ensure (to the extent permitted by law) that any contractor or sub-contractor engaged by Willard Conservation Ltd pay their employees the appropriate UK Living Wage to those employees based either within or outside Greater London.

Paul Willard

Signed: Paul Willard, Director
Willard Conservation Ltd