

## LIVING WAGE POLICY

**AVTEK Ltd** manufactures and installs aluminium curtain walling solutions for a wide range of public and private sector clients. **AVTEK Ltd** 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 the **Living Wage** has many advantages and these include:

- Staff retention;
- Reduction in absenteeism;
- Ethical employment practices; and
- Reduction in poverty affording people the opportunity to provide for themselves and their families.

**Avtek 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**.

We have set up our procurement procedures to communicate our **Living Wage** commitment to everyone we do business with and also encourage them to consider implementing the **Living Wage**.

This policy will be reviewed on an annual basis and is available to interested parties on request.

**Signed:** 

**Position:** **Operations Director**

**Date:** **22/10/18**