



Living Wage Policy

October 2022

UK-Med is committed to working towards a world where workers can afford a decent life for themselves and their families.

Within this, we commit to work towards paying at least living wages in all territories in which we work. We expect our suppliers to also be paying at least a living wage or working towards this.

Living Wage in the UK

UK-Med

UK-Med commits to paying all staff or contractors a living wage. This will be specifically defined as follows:

- If paid hourly, the hourly rate will be no less than the Real Living Wage as defined by the Living Wage Foundation [What is the real Living Wage? | Living Wage Foundation](#) (recent changes to the Real Living Wage may not be implemented immediately but will be implemented in line with the timeframe set out by the Living Wage Foundation).
- If paid a salary on another basis (e.g. monthly salary) employees will be paid no less than the amount that matches the notional working hours multiplied by the hourly rate for the Real Living Wage as set by the Living Wage Foundation

All suppliers to UK-Med

Suppliers must pay not less than the legal minimum wages for their employees within the UK as defined by the UK Government. UK-Med reserves the right to refuse or terminate contracts in the event of suppliers or potential suppliers being legally found to be in breach of minimum wage requirements.

UK-Med encourages all suppliers to pay at least the Real Living Wage to all employees and contractors.

Living wage outside the UK

UK-Med

UK-Med commits to paying a reasonable living wage in all countries in which it employs staff or contractors.

UK-Med will always pay at least the legal minimum wage in all territories in which it works.

Where it is available, UK-Med will benchmark pay against the rates published on [Home - Global Living Wage Coalition](#)

All suppliers to UK-Med

Suppliers must pay not less than the legal minimum wages for their employees as defined by the national Government of the territory in which they are working.

Suppliers are encouraged to pay living wages in all territories.

UK-MED

Building a world
prepared to help