

TSA Riley



Living Wage Policy

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Date 10/07/2026

Document Control Sheet and Version History

Version	Date	Owner	Comments
1.0	03/10/2024	Patricia Rogers	Reformatted and renumbered for new doc library.
2.0	18/06/2025	Patricia Rogers	Updated to current standard format. No change to content.
3.0	05/05/2025	Patricia Rogers	Reviewed as per review cycle – no changes required.
4.0	10/07/2026	Patricia Rogers	Changed template due to re-brand, reference to D2 Global updated to new business name. Document references with prefix D2 - changed to prefix TR.

Version	Prepared by	Approved by
4.0	Name: Patricia Rogers Role: HR Manager Date: 10/072026	Name: Simon Blair Role: Date: 10/07/2026

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Policy Statement

TSA Riley Infrastructure Ltd is committed to being a Living Wage Employer.

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. The current hourly rates on the Living Wage in Greater London (London Living Wage) and the rest of the UK (UK Living Wage) can be found on the Living Wage Foundation website at www.livingwage.org.uk

TSA Riley Infrastructure Ltd recognises that paying the Living Wage is an ethical employment practice that can result in the following benefits:

- Increasing staff retention
- Increasing employee engagement
- Reduces absenteeism
- Increased commitment from employees

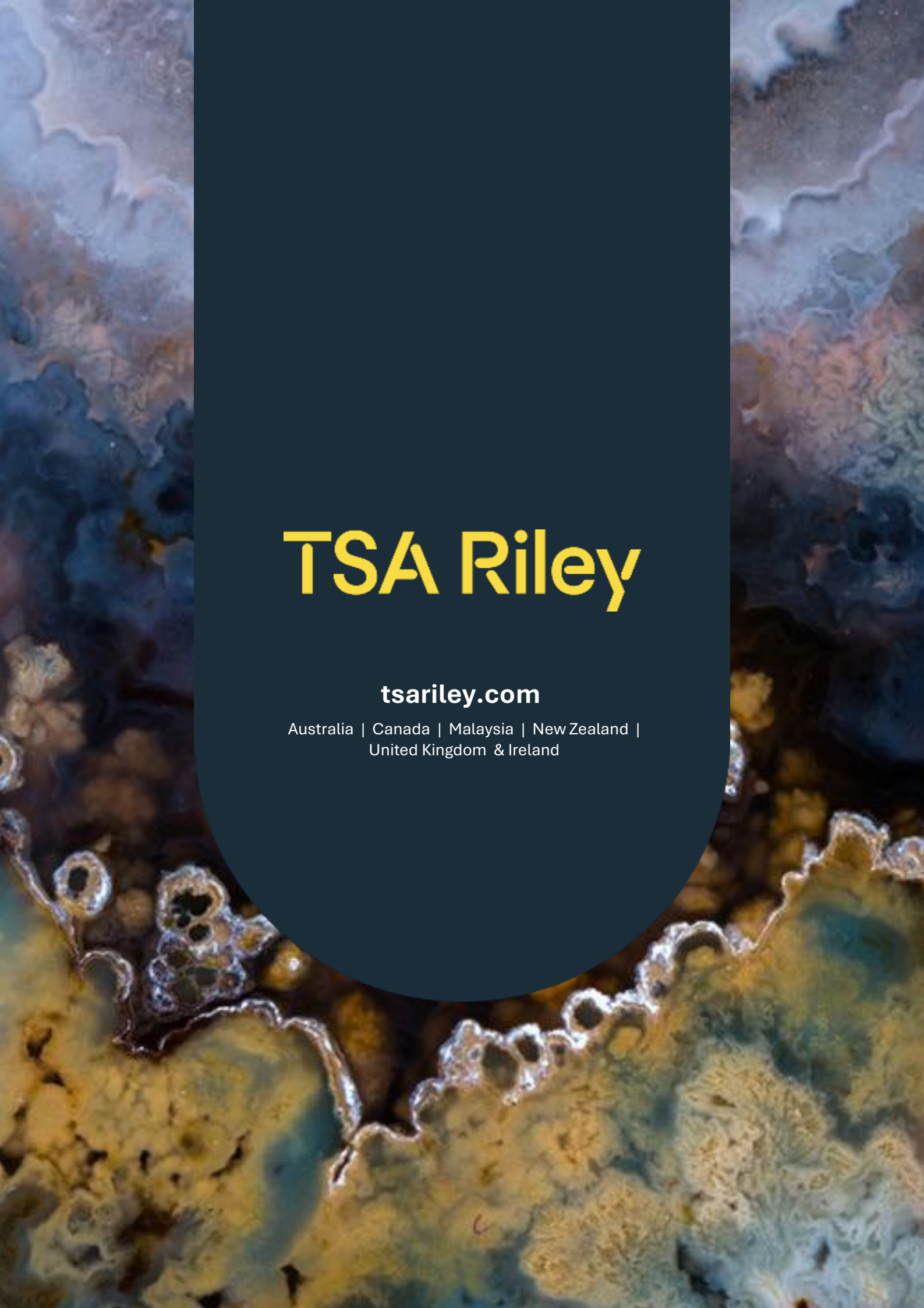
Commitment

For TSA Riley Infrastructure Ltd being a living Wage Employer means we will commit to the following:

- We will continue to pay a Living Wage to all staff that are directly employed by us (excluding apprenticeships)
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible.
- We will promote the Living Wage principles when there are opportunities to do so.

Review of Policy & Procedures

This policy along with corresponding procedures will be reviewed at regular intervals for its effectiveness and compliance will be monitored through regular audits of the company's activities.

The background is an abstract, textured image with organic, cellular patterns in shades of blue, purple, and yellow. A large, dark blue circular shape is centered on the page, serving as a container for the text.

TSA Riley

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