



Our Living Wage Policy

Terago Ltd
Glass Pod 5
Airport House
Purley Way
Croydon CR0 0XZ

Co Reg No: 10565119

VAT Reg No: 302945811

TfL Operator Licence No 009648

Our Commitment

We are committed to being a Living Wage Employer.

The Living Wage is a rate of pay per hour which is enough to make sure workers and their families can live free from poverty.

Our Minimum Hourly Rate

We will pay a minimum rate of the UK Living Wage for London of £11.95 per hour as calculated annually by the [Resolution Foundation](#) and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK.

Workers not based in the UK:

We engage workers and contractors outside of the UK. These are normally graduates.

Whilst the hourly rate is considerably less than that paid in the UK, we ensure that remuneration is at the higher end of the candidates' expectations and normally recruit via LinkedIn using a transparent process.

Offshore workers are individually engaged, trained and supported via our sister Company Terago Fleet Services Ltd. We do not engage the services of offshore agencies or call centres.

What will we do as a Living Wage Employer?

- We will ensure that all our employees are paid the Living Wage (this includes apprentices but excludes internships)
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible
- We will encourage all employers both directly and through their sub-contractors and promote the Living Wage principles when there are opportunities to do so.

Revised 29/03/2023

Signed



David Lane

Director

Next Review Due: 29th March 2024