

## Living Wage Policy

Health Academy Limited offers provision of healthcare related training solutions to public and private sector clients. Health Academy Limited 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.

Health Academy Limited 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 every two years and is available to interested parties on request.

**This policy has been approved & authorised by:**

Neil Ramdhun & Euan Naismith



**Date:** 15th January 2025

**Review Date:** January 2027