

EQUAL PAY, MINIMUM AND LIVING WAGE POLICY STATEMENT

Equal Pay

Trenchless Solutions Ltd are committed to ensuring our employees, men and women receive equal pay for doing 'equal work'. This is work that equal pay law classes as the same, similar, equivalent or of equal value.

This means our employees must not get less pay compared to someone who is both:

- the opposite sex to them
- doing equal work for the company or an 'associated' employer

Equal work' counts as either:

- 'like work' – work where the job and skills are the same or similar
- 'work rated as equivalent' – work rated as equivalent, usually using a fair job evaluation. This could be because the level of skill, responsibility and effort needed to do the work are equivalent
- 'work of equal value' – work that is not similar but is of equal value. This could be because the level of skill, training, responsibility or demands of the working conditions are of equal value

Minimum and Living Wage

Trenchless Solutions Ltd recognises that payment of the Living Wage gives an enterprise of various benefits, which may include:

- Staff retention and reduced turnover;
- Increased employee engagement;
- Reduced absenteeism;
- Increased commitment to the organisation;
- Ethical employment practices; and
- A contribution to reduction in poverty affording people the opportunity to provide for themselves and their families.

As a responsible employer we pay our employees the national minimum wage and national living wage rates.

Real Living Wage

We plan to become an accredited Real Living Wage employer within the next 2 - 3 years. We see this is an important step to demonstrate to our colleagues that as a company we pay the only UK wage rate based on the cost of living and we believe our colleagues deserve a salary that meets every day needs.



Steven Varley
Managing Director
Trenchless Solutions Limited
Reviewed: 3rd January 2024

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