



Real Living Wage Policy

V-IT Media Services Limited recognise that the people who work for and with us are key stakeholder in our success.

Statement of Intent

V-IT Media Services Limited is committed to being a Real Living Wage (RLW) employer, which recognises our commitment to ensuring all eligible employees, working directly or indirectly, will be paid the RLW and ensuring our employees earn a wage that goes above and beyond the government minimum, supported by regular reviews of the external environment by the Living Wage Foundation.

Everyone working within V-IT Media Services Limited should have the same opportunities and we are committed to implementing the RLW for all our supply chain, contingent workers and contractors. Our objective is that everyone working on a V-IT Media Services Limited site is paid in accordance with the RLW.

Further details on RLW and current levels can be found here [Living Wage Foundation | For the real cost of living](#)

Policy Aims

To ensure effective and timely implementation of this policy we will:

- Continue to maintain V-IT Media Services Limited policy to be a RLW employer.
- Work with Subcontractors to ensure their direct employees are paid RLW as a minimum.
- In step with the timetable for roll-out of RLW above, include in all our subcontracts and supply agreements a written commitment and declaration from all subcontractors.

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices, on our intranet, on our external website, and made available to interested parties.

Andrew Marshall

Director

For and on behalf of V-IT Media Services Limited

Last Reviewed: April 2023