



COLDCURVE LIMITED  
THE OLD MOY SCHOOLHOUSE  
MOY  
INVERNESS-SHIRE  
IV13 7YE

# Living Wage Policy

## Our Commitment

Coldcurve Ltd. are committed to being a Living Wage Employer who pay all employees well above the minimum.

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, Coldcurve ensure none of our employees live or will live in poverty.

## What will Coldcurve do as a Living Wage Employer?

- We will ensure that all our employees are paid higher than the Living Wage.
- Coldcurve employees are always paid higher than the Living Wage if the Living Wage is amended nationally Coldcurve will implement new changes to our employees' wages.

## The benefits of being a Living Wage Employer

- We are committed to providing better quality services, all Coldcurve employees are on a higher payment than the Scottish Living Wage, we believe looking after our employees as it contributes to this goal and creates better lives for our employees.
- We strive to make Scotland an even better place and is of the view that payment of a Living Wage can have a positive impact on everyone.

## Promotion of the Living Wage

Coldcurve wishes to see the Scottish Living Wage of £8.72 per hour raised to a higher amount and paid to all those employed by businesses and companies operating in Scotland.

We will actively promote and encourage the payment of the Living Wage.

## Policy Review

This Policy will be reviewed bi-annually by the Director.

Monitoring of the policy as required in individual situations will be the responsibility of the individual contract manager and the decision-making body.

**Last updated – December 2020**