



J+S Subsea
J&S Subsea Limited, Site 7, Tumulus Way, Midmill Business Park,
Kintore
AB51 0TG

Aug 31, 2023

Dear Lucinda,
Living Wage Employer Accreditation 2023

We are delighted to confirm that you have been accredited as a Living Wage Employer by the Living Wage Foundation. This letter confirms that from 02 March 2023, J+S Subsea meets the standards set by Citizens UK and the Living Wage Foundation by signing the 'UK Living Wage Employer' licence agreement. The accreditation is valid for one year. J+S Subsea is listed on the Living Wage website as an accredited Living Wage Employer.

The real Living Wage

The real Living Wage is the only UK wage rate that is voluntarily paid by organisations and businesses who believe their staff deserve a fair day's pay for a hard day's work. Our employers pay the real Living Wage which is higher than the government minimum - they also make sure all their employees in London receive the London Living Wage.

The campaign for a Living Wage was started by Citizens UK - the national home of community organising - in 2001. Together with communities and activists across the country we have been campaigning since - to ensure that everyone can earn a real Living Wage that meets the cost of living, not just the government minimum. In 2016 the government introduced the National Living Wage - while we at the Living Wage Foundation welcome this pay rise for low-paid workers, it is not a Living Wage as it is not calculated based on actual living costs.

Over 250,000 employees have received a payrise as a result of the Living Wage campaign and we enjoy cross-party support. More information can be seen at: <https://www.livingwage.org.uk>

Living Wage Employers' Commitments

As a Living Wage Employer, J+S Subsea has committed to:

1. Pay the real UK or London Living Wage (as appropriate) to all of their directly employed staff over the age of 18.
2. Ensure all their third-party contracted and sub-contracted regular, on-site staff are paid the real UK or London Living Wage (as appropriate).
3. Increase the wages of these employees and contracted staff to the Living Wage, if appropriate, within six months of any rise in the calculated Living Wage rates.

This letter may be submitted to demonstrate J+S Subsea's Living Wage accreditation for the time period stated above. Living Wage Employers renew their commitment annually.

Yours sincerely,

Graham Griffiths
Assistant Director, Living Wage Foundation