



INTERNATIONAL
SUPPLY CHAIN MANAGEMENT

Living Wage Policy

Our Commitment

We are committed to being a Living Wage Employer.

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.

How much will ISCM pay?

We will pay the UK Living Wage of £12:00 per hour, or £13:15 if in London, or as calculated annually by the [Resolution Foundation](#) and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK.

What will ISCM do as a Living Wage Employer?

- We will ensure that all our employees are paid the Living Wage (this includes apprentices but excludes internships)
- We will pay all of our contracted agency staff the Living Wage
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible
- We will aim to encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid the Living Wage
- We will encourage all employers both directly and through their sub-contractors to promote the Living Wage principles at all opportunities as they prevail

Procurement

- We will encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid the Living Wage
- A qualifying services contract will involve an employee of the contractor being on ISCM's premises or in contact with its staff for two or more hours per week for twelve or more consecutive weeks in the year
- In these circumstances ISCM will ask potential contractors the extent to which they are prepared to adopt Living Wage measures for any work they do as part of the ISCM contract. In letting any contract, ISCM is required to demonstrate value for

money and will consider how it can achieve its overall objectives on a case by case basis

European Tendering Considerations

Where ISCM is lawfully entitled to consider a 'non-commercial' matter in its procurement processes, i.e. the terms and conditions of employment by contractors of their workers, we will ensure that this does not conflict with its duties under the E.C. Treaty of the need to ensure transparency, openness and non-discrimination and any further relevant European public procurement regime which may apply to a contract.

Responsibility

All Executive Members will be advised of qualifying service contracts in their area of responsibility in advance of any procurement.

In the event that the policy is not to apply to a qualifying service contract authority will be sought from the Managing Director in advance of any contract award with relevant justifications.

The benefits of being a Living Wage Employer

- We strive to make Dorchester a better place, and is of the view that payment of a Living Wage can have a positive impact on the delivery of services as well as economic and social benefits in the City
- We are committed to providing better quality value for money services and feel the payment of a Living Wage can contribute to this goal

Promotion of the Living Wage

We will actively promote and encourage the payment of the Living Wage by having the living wage logo on all our publications and media avenues.

In addition, and more importantly, we will ensure that considerations are applied, and embedded within any supply chain tendering and supplier selection / management process.

Policy Review

This statement has been approved by Mark Ratcliffe, Managing Director: International Supply Chain Management Ltd on 8th February 2024, valid until 31st March 2025 for annual review, update and publication.