

Living Wage Policy

Haigh Rail is proud to be an Accredited Living Wage employer. This means:

- We are committed to paying all employees at least the Living Wage.
- We ensure that all casual workers engaged are paid at least the Living Wage
- We have set up our procurement procedures to ensure that we engage with contractors and potential contractors to encourage them, as far as possible, to also pay the Living Wage to people regularly working on our premises.

Haigh Rail recognises that payment of the Living Wage gives us 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.

The company will not support or deal with any business knowingly involved in non-use of the living wage.

The company Director and senior management shall take responsibility for implementing this policy statement.

A full copy of this policy and the Living Wage Act will be accessible to all employees electronically and available on the department's notice boards and can be obtained from the HSEQ Manager upon request.

This policy statement will be reviewed annually and published.

Formal procedures concerning living wage have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Director to ensure its Continuing suitability and relevance to the company activities.

Chris Haigh
(Managing Director)