

Living Wage Policy Statement

D2 Global are committed to being a Living Wage Employer.

The Living Wage is an hourly rate calculated according to the basic cost of living in the UK. It is set independently and updated annually. The current hourly rates on the Living Wage in Greater London (London Living Wage) and the rest of the UK (UK Living Wage) can be found on the Living Wage Foundation website at www.livingwage.org.uk

D2 Global recognises that paying the Living Wage is an ethical employment practice that can result in the following benefits:

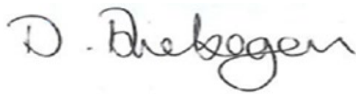
- Increasing staff retention
- Increasing employee engagement
- Reduces absenteeism
- Increased commitment from employees

Commitment

For D2 Global being a living Wage Employer means we will commit to the following:

- We will continue to pay a Living Wage to all staff that are directly employed by us (excluding apprenticeships)
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible.
- We will promote the Living Wage principles when there are opportunities to do so.

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.



Signed
CEO

Date: 14th November 2023
(Rev: 5)