

MWH
Treatment
Limited

Policy
Statement

The Real Living Wage reflects the actual cost of living, ensuring all MWH Treatment employees can afford a decent standard of living and to contribute to addressing in-work poverty.

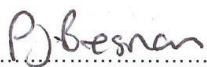
MWH Treatment is committed to paying all their employees a wage that meets the real cost of living. MWH Treatment believes fair pay is essential to the wellbeing of our employees and the sustainability of our communities. Therefore, MWH Treatment will pay at least the Real Living Wage, as independently calculated and published annually by the Living Wage Foundation. It is therefore the policy of the company to:

- Be committed to providing all MWH Treatment employees with at least the current Real Living Wage (excluding apprentices and work placements in accordance with the Living Wage Foundation).
- Ensure regular third-party contracted workers, directly engaged by MWH Treatment, are be paid no less than the Real Living Wage.
- Review wage rates every 6 months and in line with the Real Living Wage. These rates are published by the Living Wage Foundation and we will adjust accordingly.
- Communicate our Real Living Wage commitment publicly and include it in recruitment materials and commercial documentation for our supply chain (including labour agencies and sub-contractors).
- Monitor compliance with the Real Living Wage and report at least annually to senior management, including reporting and addressing any non-compliance.

Management are responsible for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

This policy applies to all MWH Treatment employees (excluding apprentices and work placements). Any suspected violation of this Policy by an MWH Treatment employee or those acting on our behalf are to be reported to the MWH Treatment Whistleblowing Helpline (24 hours - telephone 0844 892 4413).

Implementation of this policy shall be achieved through leadership, planning, delivery, review and reporting. Performance objectives will be set in key areas as a focus for continual improvement.

.....  June 2025

Paul Bresnan (MWH Treatment Chief Executive)
Signed for and on behalf of MWH Treatment Limited