JRF Social Investment

Living Wage Assessment Criteria





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## Living Wage Assessment Criteria

| Criteria                     | Low                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Medium |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
|                              | There are some staff paid less than the real<br>Living Wage and the investee is not accredited<br>by the Living Wage Foundation.                                                                                                                                                                                                                                                                                                                                                                                                                                                   |        |
| Commitment<br>to Living Wage | <ul> <li>In the case of fund managers, the investee has not demonstrated any track record or internal process to:</li> <li>(i) support its investees to ensure they pay employees the living wage, and/or;</li> <li>(ii) include living wage considerations in its investment decision-making and portfolio management processes.</li> </ul>                                                                                                                                                                                                                                       |        |
|                              | <ul> <li>Questions to consider?</li> <li>Are there any mitigating circumstances for the investee to not become an Living W</li> <li>Are its peers LW accredited? And if not, is the investee put at a competitive dis</li> <li>For ventures, does the investee intend to gain accreditation once the product of</li> <li>What are the investee's plans to become accredited by the Living Wage Foundation</li> <li>What is the cost of becoming accredited (in terms of higher staff costs) and wh</li> <li>What is the timeframe and priority within the organisation?</li> </ul> |        |



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are paid the real The investee is accredited by the Living Wage e investee is not Foundation, ensuring all directly and indirectly employed staff are paid the real Living Wage. Foundation.

the investee has In the case of fund managers, the investee also abides by the requirements of a Living Wage stees to pay their Funder – including, but not limited to:

(i) actively supporting its investees to become accredited Living Wage employers, and; siderations in its

ng and portfolio (ii) including living wage considerations in its investment decision-making and portfolio management processes, and;

> (iii) committing to provide an annual progress report.

iving Wage Employer?

- itive disadvantage by accreditation?
- roduct demonstrates financial viability?

undation?

and what trade-offs would accreditation entail?

