



Hugh Stirling Ltd
1 Ashley Drive
Bothwell

G71 8BS

05/06/2023

Dear David,

Recognised Service Providers with the Living Wage Foundation

We are delighted to confirm that you have been recognised for your on-going commitment to the Living Wage as a Recognised Service Provider by the Living Wage Foundation. This letter confirms that as of 05/06/2023, Hugh Stirling Ltd meets the standards set by Citizens UK and the Centre for Civil Society for good practice by providers of personnel under contract ('UK Living Wage Foundation Service Provider Recognition Programme Agreement'). Hugh Stirling Ltd is listed on the Living Wage website as a Recognised Service Provider.

Living Wage

The Living Wage was launched by Citizens UK in 2001. The principle behind the Living Wage is simple and powerful: that work should bring dignity and should enable families to enjoy the essentials of life.

The Living Wage is calculated annually according to the basic cost of living in the UK and expressed as an hourly wage rate. There are two different wage rates. These are set by the Resolution Foundation and overseen by the independent Living Wage Commission.

Recognised Service Provider Programme

As a Recognised Service Provider, Hugh Stirling Ltd has committed to the following:

1. all its employees, other than those who are engaged in delivering services under a contract for a specific client, are paid at or above the UK or London Living Wage rate, as appropriate
2. it will increase the amount of Living Wage paid to such employees by the amount of any increase to the Living Wage as announced, as appropriate, within 6 months of such an announcement
3. a separately costed Living Wage compliant bid will be submitted with responses to requests for estimates for the supply of personnel and invitations to tender, unless a prospective customer expressly requests Hugh Stirling Ltd does not do so.

This letter may be submitted with any responses to requests for estimates or invitations to tender to demonstrate Hugh Stirling Ltd's recognition & their on-going commitment.

We extend our thanks to Hugh Stirling Ltd for its support of the Living Wage and we wish you every success in continuing to demonstrate good practice.

If we can be of any further assistance to you, please do not hesitate to contact us.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'K Chapman', with a horizontal line underneath.

Katherine Chapman
Director, Living Wage Foundation