



Hughes/Gardner Cleaning & Support Services Ltd
Ardeley Bury
Ardeley
Stevenage

SG2 7AF

31/01/2022

Dear Louise,

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 31/01/2022, Hughes/Gardner Cleaning & Support Services 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'). Hughes/Gardner Cleaning & Support Services 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, Hughes/Gardner Cleaning & Support Services 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 Hughes/Gardner Cleaning & Support Services Ltd does not do so.

This letter may be submitted with any responses to requests for estimates or invitations to tender to demonstrate Hughes/Gardner Cleaning & Support Services Ltd's recognition & their on-going commitment.

We extend our thanks to Hughes/Gardner Cleaning & Support Services 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,



Katherine Chapman
Director, Living Wage Foundation