

## National Living Wage

From 1st of April 2016, a National Living Wage of £7.20 per hour will be introduced.

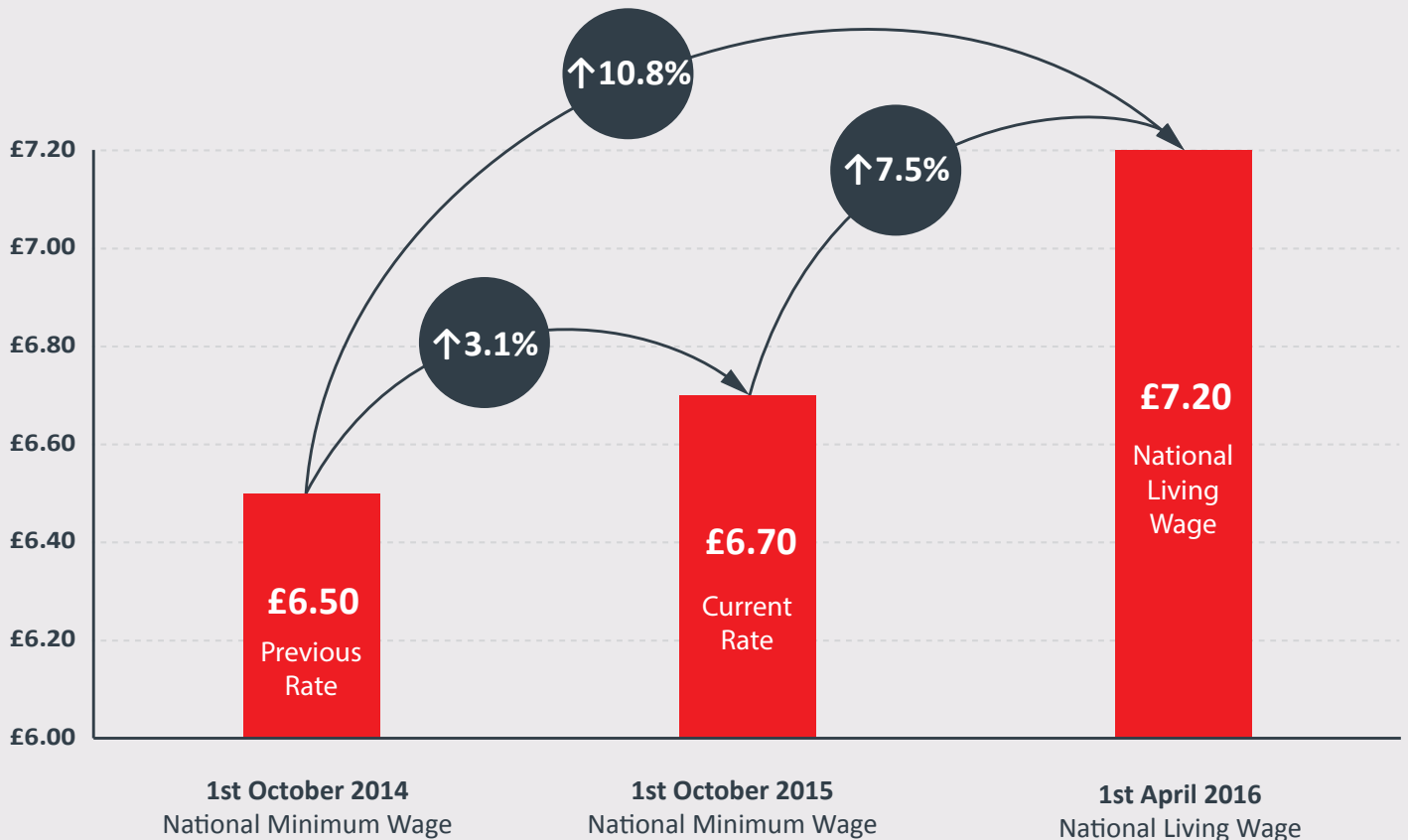
This will lead to an increase of 7.5% on the current National Minimum Wage.



This increase will have a huge impact on the service industry, including security. As a result, it will be necessary to increase our costs to continue to provide best in class security services.

While this increase poses a serious challenge for our company, we are well prepared to handle the changes while continuing to deliver the exceptional standard of service our clients expect.

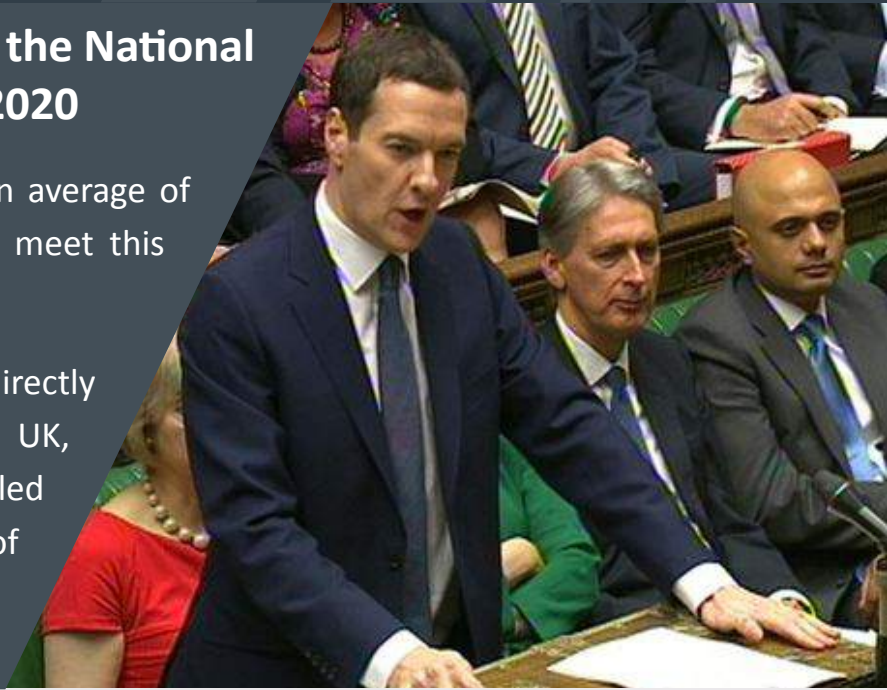
### Increases in the Minimum Wage



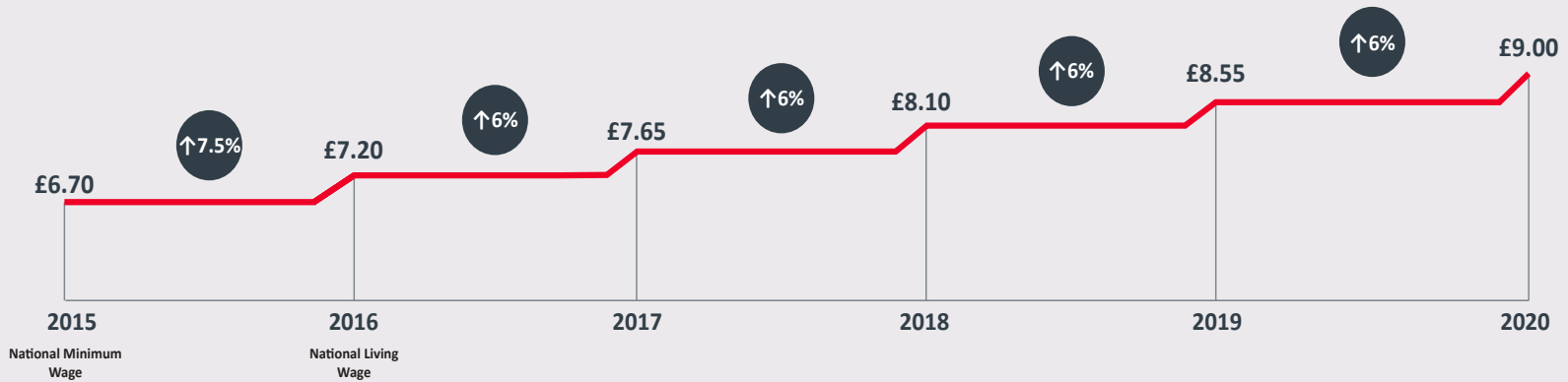
## The Chancellor has set a target for the National Living Wage of £9.00 per hour by 2020

The National Living Wage will increase by an average of approximately 6% every April until 2020 to meet this target.

It is estimated that these changes will directly benefit 6 million workers throughout the UK, including our workforce and the skilled personnel who ensure the continued safety of our clients, their employees and customers.



## National Living Wage 2015 - 2020



## Benefits of the National Living Wage

- Increased consistency of staff
- Improved continuity of service
- Lower rates of absence
- Greater training and development opportunities
- Improved job performance, productivity and service delivery
- Diverse new pools of skilled staff, many of whom may not have previously considered a career in security

Further information on these changes can be found at the following sites:

<https://www.gov.uk/government/publications/national-living-wage-nlw>

<http://news.cbi.org.uk/news/the-national-living-wage-helping-you-prepare/>

<http://www.bbc.co.uk/newsbeat/article/33460783/what-the-new-national-living-wage-will-mean-for-you>

