



7 Capstan Centre
Tilbury
Essex
RM18 7HH

Date 21.08.2014

Dear Lucy,

Living Wage Recognised Service Providers

We are delighted to confirm that you have been recognised for your on-going commitment to the Living Wage as a Service Provider by the Living Wage Foundation. This letter confirms that as of 21.08.2014, 3Way Cleaning Limited 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 Service Provider Recognition Programme Agreement"). 3Way Cleaning Limited 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 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 independently set and updated annually. The rate for London is calculated by the Greater London Authority ("GLA") and the rate for outside London is calculated by the Centre for Research in Social Policy ("CRSP").

Living Wage Service Provider Programme

As a Living Wage Contractor, 3Way Cleaning Limited 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 Living Wage rate as determined by GLA or CRSP, as appropriate;

Living Wage Foundation, 112 Cavell Street, London, E1 2JA
Tel: 020 7043 9882 Email: rhys.moore@citizensuk.org
Citizens UK Reg Charity No. 1107264

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 by GLA or CRSP, as appropriate, within 6 months of such an announcement; and

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 3Way Cleaning Limited does not do so.

This letter may be submitted with any responses to requests for estimates or invitations to tender to demonstrate 3Way Cleaning Limited's Living Wage Recognition Award & their on-going commitment.

We extend our thanks to 3Way Cleaning Limited 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,



Rhys Moore
Director, Living Wage Foundation