Living Wage Policy

Introduction

At STARTEAM, we are committed to ensuring that all employees involved in the production and sales of printed circuit boards (PCBs) receive a living wage that enables them to meet their basic needs and achieve a decent standard of living. This Living Wage Policy outlines our commitment to fair compensation practices and economic well-being for our workforce.

We are committed to ensuring that all employees involved in the production and sales of printed circuit boards (PCBs) receive a **living wage**—one that enables them to meet their basic needs and achieve a decent standard of living. This policy outlines our commitment to fair compensation, economic well-being, and social responsibility across our workforce and supply chain.

Policy Statement

STARTEAM acknowledges the importance of providing a living wage to all employees and is dedicated to the following principles:

- **Fair Compensation**: We are committed to paying all employees a wage that reflects the cost of living in the regions where our facilities are located.
- **Living Wage Calculation**: We will calculate the living wage based on the cost of essential needs such as housing, food, healthcare, education, transportation, and other necessities.
- **Regular Assessment**: We will conduct regular assessments to ensure that wages are in line with the calculated living wage for each region.
- **Training and Awareness**: We will provide training and raise awareness among employees about the significance of a living wage and fair compensation practices.
- **Collaboration**: We will collaborate with suppliers, contractors, and other stakeholders to extend the living wage policy throughout our supply chain.
- **Recognition and Support of Living Wage:** Acknowledging and endorsing the importance of compensating all staff members at or above Living Wage rates.
- **Integration of Living Wage into Organisational Strategies:** Embedding the concept of Living Wage into the core strategies and practices of the organisation.
- **Advocating for the Living Wage Initiative:** Promoting awareness among the public and encouraging other organisations to participate in the Living Wage Initiative.
- **Affirming Commitment to Staff and Business Partners:** Making a public declaration of dedication to both employees and business partners.

Implementation Guidelines

- **Wage Adjustment**: Any necessary adjustments to wages will be made to align with the calculated living wage for each region.
- **Compliance Monitoring**: We will establish monitoring mechanisms to ensure compliance with living wage standards across the organisation.
- **Transparency and Reporting**: We will maintain transparency by regularly reporting on living wage practices and progress made towards achieving fair compensation for all employees.
- **Continuous Improvement**: We are committed to continuously improving our living wage initiatives and addressing challenges that may arise in implementing this policy.
- **Fair Implementation of Living Wage Policy:** Ensuring equitable application, we will assess and compensate all directly employed individuals, including those with disabilities, at Living Wage levels. Should any wage fall below this standard, adjustments will be made to align with the prevailing Living Wage rate.
- **Reviewing Pay Rates for Outsourced Staff**: We will assess the remuneration of all outsourced personnel who consistently work on our premises and devise a strategy to ensure they receive compensation at Living Wage levels.
- **Establishment of Attainable Milestones**: We will create a series of realistic goals to guarantee the adoption of Living Wages in all pertinent contracts and for their renewal.

Roles and Responsibilities

- **Management**: Responsible for overseeing the implementation of the living wage policy and ensuring compliance.
- **Human Resources**: Responsible for conducting wage assessments, training employees, and maintaining records related to living wage calculations.
- **Review**: This policy was last updated in January 2025 and will be reviewed annually.

Conclusion

STARTEAM believes that fair compensation is essential to the well-being and dignity of our employees. By upholding the principles outlined in this Living Wage Policy, we aim to create a work environment where economic stability and social responsibility are core values.

Contact Information

For inquiries or assistance regarding the Living Wage Policy, please contact STARTEAM at sales@starteam.global.