



EBB Group
Nexus Park Lysons Avenue
ASH VALE
GU12 5QE

January 21, 2026

Dear Sir/Madam,

Living Wage Employer Accreditation 2025

We are delighted to confirm that EBB Group is accredited as a Living Wage Employer by the Living Wage Foundation. This letter confirms that EBB Group meets the standards set by Citizens UK and the Living Wage Foundation by signing the 'UK Living Wage Employer' licence agreement. EBB Group is listed on the Living Wage website as an accredited Living Wage Employer, and their original accreditation date is 3 July 2024. The accreditation is valid for one year from 9 July 2025.

The real Living Wage

The real Living Wage is the only UK wage rate that is voluntarily paid by organisations and businesses who believe their staff deserve a fair day's pay for a hard day's work. Our employers pay the real Living Wage which is higher than the government minimum - they also make sure all their employees in London receive the London Living Wage.

The campaign for a Living Wage was started by Citizens UK - the national home of community organising - in 2001. Together with communities and activists across the country we have been campaigning since to ensure that everyone can earn a real Living Wage that meets the cost of living, not just the government minimum. In 2016 the government introduced the National Living Wage - while we at the Living Wage Foundation welcome this pay rise for low-paid workers, it is not a Living Wage as it is not calculated based on actual living costs.

Over 475,000 employees have received a pay rise as a result of the Living Wage campaign and we enjoy cross-party support. More information can be seen at: <https://www.livingwage.org.uk>

Living Wage Employers' Commitments

As a Living Wage Employer, EBB Group has committed to:

1. Pay the real UK or London Living Wage (as appropriate) to all of their directly employed staff over the age of 18.
2. Ensure all their third-party contracted and sub-contracted regular staff are paid the real UK or London Living Wage (as appropriate).
3. Increase the wages of these employees and contracted staff to the Living Wage, if appropriate, within six months of any rise in the calculated Living Wage rates.

This letter may be submitted to demonstrate EBB Group's Living Wage accreditation for the time period stated above. Living Wage Employers renew their commitment annually.

Yours faithfully,

Graham Griffiths
Assistant Director, Living Wage Foundation