



DEVGRID

REAL LIVING WAGE POLICY

Statement of Intent

Everyone working within DevGrid should have the same opportunities and we are committed to implementing the RLW for all our supply chain, contingent workers and contractors. Our objective is that everyone working for DevGrid is paid in accordance with the RLW as defined in their country of residence.

Policy Aims

To ensure effective and timely implementation of this policy we will:

- Work with Subcontractors to ensure their direct employees are paid RLW as a minimum from March 2025.
- Work with our Subcontractors' supply chain including agency workers, sub-subcontractors are paid RLW as a minimum from March 2025.
- In step with the timetable for roll-out of RLW above, include in all our subcontracts and supply agreements a written commitment and declaration from all subcontractors, sub-subcontractors and Labour agencies to confirm compliance with the RLW.
- Apply and secure accreditation as a RLW employer immediately.

Senior management will review this policy annually, or following a major operational or organizational change, and establish objectives and targets that are consistent with DevGrid's strategy. This policy will be communicated to all our employees and organizations working on our behalf, displayed at our offices, on our intranet, on our external website, and made available to interested parties.

Gonçalo Canabarro de Moraes

Director

For and on behalf of DevGrid Ltd

Last Reviewed: March 2025

