

EMPLOYMENT POLICY

# Living Wage

## LIVING WAGE POLICY STATEMENT 2026

The Living Wage is an hourly rate set independently and updated annually. The rate is calculated according to the basic cost of living in the UK. Employers choose to pay the Living Wage on a voluntary basis.

Lothian has chosen to pay the real Living Wage to ensure we reward our colleagues fairly for the work they do and also to strengthen our commitment as an ethical employer as well as ensuring alignment with our shareholders.

### Our Operations

Lothian is the UK's largest municipal bus company and proudly owned by the City of Edinburgh, East Lothian, Midlothian and West Lothian councils. We have been based in the city for over 100 years – with 2019 being our centenary - and are one of the region's largest employers with approximately 2,500 staff, 1,700 of whom are drivers. The group of businesses operates over 90 services through a fleet of approximately 700 vehicles. Our buses operate from eight garages at Central, Longstone, Marine, Musselburgh, Livingston, Dunbar and North Berwick and we also have a maintenance workshop at Seafield.

### Our Commitment

As an employer we recognise our colleagues are our best asset and Lothian is committed to paying all colleagues, as a minimum, the real Living Wage as defined by the Living Wage Scotland. This allows us to ensure everyone within the organisation receives a fair wage.

As an Accredited Living Wage Employer, we are further committed to ensuring that our relevant contracted workers are also paid the real Living Wage, as a minimum.

Lothian reviews its pay rates and those of its relevant contractors on an annual basis to ensure continued compliance with its Accredited Living Wage Employer status.