**Examples of LW in legal agreements**

Wording below has been used in either Articles of Association, or the investment or shareholder agreements. It could be included in a side letter as necessary, but the preference would be in the main documents so that other investors are also aware of it. Reference to the real Living Wage as set by the Living Wage Foundation makes it clear that it is not the state National Living Wage.

*“For so long as [investor] hold any Shares, the Company undertakes, so far as it lawfully may, to the Investors that the Company and every other member of the Group will use reasonable endeavours to procure (so far as it is lawfully able) that the Company will be a ‘Living Wage’ employer and will promote the Living Wage (as set by the Living Wage Foundation) and fair pay employment practices generally.”*