PEOPLE · B1 FAIR WORK · ATTRIBUTE PPL-01

Living wage

Whether the lowest-paid people working at the hotel earn enough to cover a decent basic standard of living where they live, often called a living wage.

HOW OFTEN	EVIDENCE	ENTERED BY	TYPE
Annually	Payroll confirmation / policy	The property	In place or not

Why it matters

The legal minimum wage is not always enough to live on. Sustainability includes the people who do the work: fair pay lets staff support their families, and hotels that pay fairly generally keep staff longer and train fewer replacements.

How to do better

- Find the living-wage figure for your area from a recognised source.
- Compare it with your lowest wage, not the average.
- Include casual, seasonal and agency workers in the check.
- If there is a gap, plan how to close it over time.

How to record it in Canoprise

1. Find a recognised living-wage benchmark for your area and record its source.
2. Record the lowest hourly wage paid, including to casual and outsourced staff where known.
3. Attach the pay policy or a payroll confirmation.

What you enter

Ref	What to enter	How it is entered
PPL-01.1	**Living wage policy in place**	Yes / no
PPL-01.2	Benchmark used (source, hourly rate)	Short text
PPL-01.3	Lowest hourly wage paid	Short text
PPL-01.4	All staff on written contracts	Yes / no
PPL-01.5	Outsourced workers covered	Yes / no
PPL-01.6	Staff paid the legal minimum wage	Percentage
PPL-01.7	Average hourly wage	Cost
PPL-01.8	Staff covered by collective agreements	Percentage

Items marked “calculated for you” need no entry.

How it is scored

In place or not. It scores 100 when the practice is in place with evidence attached, and 0 when it is not.

COMMON MISTAKE

Comparing the benchmark with average pay rather than the lowest wage.

WHAT GOOD LOOKS LIKE

The lowest wage meets a named benchmark, reviewed each year.

IF YOU ARE WORKING TOWARDS A CERTIFICATE

Certification schemes increasingly require written contracts and pay at or above a living wage. Requirements differ between schemes and change over time, so check the one you are applying to.

Where it counts

Certification

- GSTC Hotel v4 B9: Decent work
- Green Key 1.4: Fair labour: written contracts, living wage
- EarthCheck 2.4.5: Employment conditions

Reporting frameworks (referenced, not scored)

- GRI 202-1: Entry-level wage compared with local minimum wage (in part)
- GRI 2-30: Collective bargaining agreements
- SASB SV-HL-310a.3: Hourly wage and share of staff on minimum wage
- CSRD S1: Own workforce

Part of topic guide B1 Fair work, which covers the whole topic and lists the certification criteria it supports.