



National Living Wage

Department: People Team

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Our commitment to the Living Wage

At Molson Group, we believe that a fair day's work deserves a fair day's pay. That's why we are proud to be a Living Wage Employer in the UK.

The Real Living Wage, set independently and updated annually by the Living Wage Foundation, is based on the actual cost of living. It is higher than the government minimum and ensures that employees can meet everyday needs.

What this means in practice:

- Everyone who works for us, whether full-time, part-time, or contracted, earns at least the Real Living Wage (and the London Living Wage where applicable);
- We extend this commitment to regular third-party staff, such as cleaners, catering, or security teams who provide services on our behalf; and,
- We review our pay rates annually in line with the updated Living Wage rates to make sure we continue to meet this standard.

Why it matters to us

Paying the Living Wage is part of our commitment to being a responsible employer and a positive force in our community. We value the hard work and dedication of our people and believe that paying a fair wage is one of the most important ways we can show respect and support.

By choosing the Living Wage, we are joining thousands of UK employers who believe that work should always provide dignity, security, and the opportunity to thrive.

Owner: People Team

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History of most recent policy changes

Version	Date	Changes
1.0	23/10/2025	No Changes