

INDEPENDENT ASSURANCE STATEMENT

Control Union Certifications was commissioned by WageIndicator Foundation to conduct an independent assurance of **WageIndicator Methodology** as defined in '**Living Wages and Income Worldwide, update 2023**'

The information in the assurance report is the exclusive responsibility of WageIndicator Foundation. Control Union Certifications was not involved in the preparation of any materials included in this document.

The responsibility of Control Union is to express an opinion concerning the information of the assurance scope mentioned below, with the purpose to inform all the Interested Parties.

WageIndicator is a company that collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for cost of living and wage information, labour law, and career advice, both for workers/employees and employers.

WageIndicator has offices in Amsterdam (HQ), Bratislava, Buenos Aires, Cairo, Cape Town, Düsseldorf, Jakarta, Islamabad, Maputo, Pune, Sarajevo and Venice. The foundation has a core team of 40 people and some 100 associates - specialists in wages, labour law, industrial relations, data science, data collection, statistics - from all over the world.

Assurance Scope

The assurance process involves evaluation of adherence to the Principles of Inclusivity, Materiality, Responsiveness and Impact. The current statement and corresponding evaluation are determining the accuracy and reliability of data and information referenced in '**Living Wages and income Worldwide, updated 2023**' and for only the selected chapters listed below:

- Chapter 1: Introduction
- Chapter 2: Items in the Living Wage Data Collection
- Chapter 3: Data Collection
- Chapter 4: Calculation of Living Wages and Living Income
- Chapter 5: Living Wage and adjacent benchmarks
- Chapter 6: Benchmarking companies remuneration against Living Wage threshold
- Chapter 7: Recognition

INCLUSIVITY

Level of engaging with stakeholders and involving them in organizational decision making

WageIndicator has identified relevant stakeholders and has achieved a sufficient level of engaging with them and involving them in organizational decision making. Commitment to policies is overseen by management staff, included in relevant working procedures, added in communication routes and evaluated for efficacy on a regular basis. Identified stakeholders include own staff, senior management, national experts, governmental entities and NGOs.

MATERIALITY

Identifying the issues relevant and significant to the company and its stakeholders and including them in the company's disclosures

WageIndicator has identified the within the scope, relevant issues and has included them with the proportional significance in its disclosures and methodology. Methodology is consistent and reviewed and evaluated at least on a quarterly basis. Any emerging issues that are identified are included in the working methodology following a Deming (Plan, Do, Check, Act) cycle

RESPONSIVENESS

Responding to stakeholder issues and providing feedback through decisions, actions, performance and communication

WageIndicator has established a system that enables the usage of open communication channels with relevant and identified stakeholders. This allows a proactive approach assuring that the methodology and derived data are relevant and up to date. Communication with identified stakeholders is two way, open, undistracted and relevant. Feedback is evaluated and used in policy reviews and working methodology.

IMPACT

Including monitoring, measurement, and accountability for how the actions of the organization affect the identified stakeholders at large

WageIndicator is utilising a consistent data collection methodology that enables an impact oriented approach. Quality assurance processes robust and the methodology utilised is clear and consistent. Various internal quality assurance controls are conducted regularly (minimum monthly) and relevant findings are evaluated and used to allow a continuous improvement approach.

Level of Assurance

The level of Assurance is used to determine the depth of detail that an assurance provider uses to identify if there are material errors, omissions or misstatements. The level of assurance for the report is moderate.

Methodology

- Review of internal and external documentary evidence presented by WageIndicator
- Review of approach to data collection at company level
- Audit of data presented in the Report including a detailed review of a sample of data
- Review of a selection of internal performance documents
- Interview of company's staff to verify level of understanding of methodology and training efficacy

Independence and quality control

Control Union Certifications is accredited according to ISO 17021-1:2015/ISO 17065:2012 covering our global scope and operations. This includes the need to maintain a comprehensive system of quality control including documented policies and procedures on compliance to ethical and legal requirements as well as objectivity throughout our operations. The auditors were selected appropriately based on our internal qualifications, training and experience. It is also reviewed by management to ensure that the applied approach and assurance are strictly followed and operated transparently.

Conclusions

Based on our moderate assurance process, nothing has come to our attention that causes us to believe that the scope as detailed above and presented in the assessment is not presented fairly in accordance with the criteria. Hence, our work confirms that the information included is reliable and objective and is presented clearly and understandably. We provide the following recommendations to the extent that it does not affect the results of the assurance:

In the process of verifying this report, it was confirmed that WageIndicator utilises a clear and consistent methodology system to collect, compare and share labour market information through online and face-to-face surveys and desk research. However, it would be beneficial to:

- **Chapter 2.2 (Housing Costs and Utilities):**
 - Add household maintenance costs to assure more realistic approach especially in areas with higher incidence of natural disasters or adverse natural phenomena.
 - Revise terms 'slum' and 'unsafe area' or add a definition to assure consistency in methodology and unbiased results
- **Chapter 2.5 (Phone, Internet):**
 - Add phone replacement costs on a predetermined frequency to assure a more realistic approach in relevant costs calculation.
- **Chapter 3.2 (Geographical granularity of the data)**
 - Identify the extent of potential gaps in methodology where living wage differs significantly in proximate areas within the same countries to allow possible shift or amendment in methodology.
- **Chapter 3.3.4 (The Cost-of-Living survey face to face via an app or in print)**

- Define house and/or interviewee selection and sampling approach during face to face data collection with the specific sampling characteristics that will improve consistency in sampling approach.
- **Chapter 3.4.3 (Instructions and training for the data collectors and quality controls)**
 - Provide more clarity to data collectors in software usage training, especially on offline work and autosave options.
- **Chapter 3.5 (Quality controls)**
 - Record quality assurance controls and relevant actions resulting from controls to allow a more focused approach minimising repetition in findings and aiming towards identified goals.
 - Record identified inconsistencies in data collection to allow prompt actions in identified gaps and minimization of gaps repetition by addressing relevant root causes.
- **Chapter 4.2 (Assumptions underlying the calculation of a Living Wage)**
 - Revise term 'good health' or add of a definition that links health with the ability to perform work in full capacity, to assure consistency in methodology and unbiased results.
- **Chapter 4.5.4 (Inflation correction)**
 - Identify countries where inflation rate is rapid and current quarterly update methodology does not address the gap to allow possible shift or amendment in specific high risk countries where this is feasible or on demand

Name of Assessor

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Date

07th July 2023