

temenos

# Living Wage Policy

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Everyone's Banking Platform

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# Document History

Author	Version	Date
Head of Total Rewards	0.1	29th September 2023

# Guaranteeing a living wage

At Temenos we create opportunities for everyone. This ambition is powered by our culture of Temenosity, that drives how we act every day. We Challenge, we Commit, we Collaborate, and we Care.

Operating Responsibly is in our DNA. We strongly believe that our long-term success requires a sustainable business model. We are committed to achieving business excellence while operating responsibly and with integrity, honouring ethical values, and respecting our stakeholders and communities.

With the support of our Leadership, we are committed to provide our employees with sufficient earnings to afford a decent standard of living, for them and their dependents.

Through our annual salary reviews, we consider the cost of living per country to ensure that all Temenos employees get paid not only higher than the minimum, but also higher than the living wage. For the UK, we use as a benchmark the living wage as determined by the Living Wage Foundation. For Ireland, it refers to the living wage as determined by the Living Wage Technical Group. In all other jurisdictions, it refers to a wage which is higher than the legal minimum and takes into consideration the relevant living costs.

To assure we offer competitive and equitable treatments to our employees, we use an independent external compensation and benefits benchmarking tool. It helps us base our compensation decisions on up-to-date salary data in our industry for our new recruits and for our existing employees. We are confident that our pay structure is fair and meeting decent standard of living in all regions we operate in.

In addition, our Temenosians have access to a set of social benefits available across the board, including maternity leave, paternity leave, family care leaves and recharge days when they need to physically or mentally recharge. We provide additional Life and Accidental Death and Dismemberment insurances to most of our employees. We are also reviewing medical benefits across several locations to make sure we are giving an appropriate level of Private Medical cover. For more details on our employee benefits, please refer to our [Annual Report 2022](#).

# Our Commitments

Living wage and fair remuneration goals are an integral part of our Company's Global Compensation Strategy.

We are committed to:

- Get accredited and certified for paying a living wage in the United Kingdom as determined by the Living Wage Foundation, and in the Republic of Ireland as determined by the Living Wage Technical Group by 2024.
- Access a reliable living wage benchmarking database by partnering with globally recognised independent advisors by 2025. Based on the data collected, we commit to conduct a global analysis to compare our internal wages to living wages as defined by the database. If a gap is identified, we commit to take actions.

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