

Case Study - Real living wage: The Good Work Coalition

The Good Work Coalition is a collaborative engagement initiative led by ShareAction. It currently has 39 members, including LGIM, NEST, Aviva, Rathbone, Jupiter, Hermes, Newton and Brunel Pension Partnership (Brunel) of which EAPF is one of the 10 member Funds. Since 2020, the coalition has been sending letters and meeting with companies to discuss the real living wage. In that time, the focus has been on supermarkets but work has also been done on such companies as BP, Hargreaves Lansdown and Royal Mail. Visit the Good Work Coalition website at shareaction.org/investor-initiatives/good-work-coalition

Nearly 10,000 employers have been accredited by the Living Wage Foundation, nearly half of whom signed up since March 2020. Over half the companies in the FTSE 100 are accredited. Despite improvements in other sectors, and ongoing engagement, no companies within the supermarket sector are yet accredited. The largest holding across the coalition was Sainsbury's. The coalition therefore decided to escalate engagement by filing a shareholder resolution at Sainsbury's, a number of members took part.



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Brunel has been involved in ongoing engagement with the supermarket following the filing of the living wage shareholder resolution. This led to Sainsbury's announcing an additional pay rise for their London staff in April, which resulted in all directly employed staff earning the real living wage. An estimated 19,000 workers benefited as a result. Engagement continued to seek accreditation and coverage of third-party contractors. However, Sainsbury's was not supportive and so the resolution went to the AGM. The resolution, the first of its kind in the UK, received 17% support so was not passed. Engagement continues with the company.