

Commitment to a Living Wage Assessment

Policy Statement

The Fedcap Group is committed to assessing a living wage of our applicable employees in alignment with our Mission. A living wage is defined as a wage sufficient to provide necessities and varies based on a range of factors, such as geography, family size and total household earnings.

The Fedcap Group operates in an environment with some constraints on wage rates, such as government funding with pre-determined wage rates for employees.

As such, this commitment is limited to our applicable employees who are not subject to these constraints. To fully realize our living wage policy, we will utilize standardized and valid tools such as the Living Wage Network to identify compensation benchmarks for our applicable employees.

Employees

The Fedcap Group will establish a framework to produce current living wage standards and will assess applicable employee wages against these standards. Benchmarks and timelines to achieve our goal of full compliance with this policy will be articulated and assessed bi-annually. The Fedcap Group commits to assess all applicable employee compensation against valid standards by the end of 2022.

Populations Served

The Fedcap Group is committed to solving intractable societal problems that will change the lives of those we serve for the better. Our overarching strategy is to support participants and their families to achieve economic wellbeing. This is the core of our business model and our poverty fighting strategy—a strategy that is essential to impact social and economic well-being status through education, accessible health care, stable and safe housing, and sufficient food.

Contractors & Suppliers

The Fedcap Group commitment is currently focused on assessment of a living wage for our own employees. As our assessment evolves, we will engage our contractors & suppliers on their own assessment process for ensuring a commitment to living wages.

Transparency

Internal compliance monitoring will be instituted across The Fedcap Group footprint using a standard process for quality review and analysis, including annual reporting to executive leadership and the Board of Directors.

Alignment with UN Sustainable Goals

The central principle of the UN Goals—to leave no one behind—is embedded in every program of The Fedcap Group. First and foremost, we work with individuals with diverse barriers to employment to achieve economic well-being. We recognize that many groups are disadvantaged by social poverty—as evidenced by the lack of opportunities—or even lack of known opportunities—to improve their lives.

We will work aggressively to create and promote opportunities for our employees to advance their skills, knowledge, and compensation.

Compliance

At a corporate level, Human Resources will actively participate in the internal compliance monitoring process, as needed, and provide relevant metrics bi-annually to executive leadership and the Board of Directors.

Document Control

This policy will be reviewed at least annually to respond to any changes.
The Fedcap Group reserves the right to amend this policy at any time.