

Integral becomes a Real Living Wage Recognised Provider

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Integral, which is set to formally join [JLL](#)'s Workplace Management sub-business line and adopt the JLL brand in October, has officially been accredited as a Real Living Wage Recognised Service Provider by the Living Wage Foundation, joining JLL's existing accreditation framework. This recognition underscores Integral's ongoing commitment to fair pay, responsible employment practices and social value.

With this accreditation, Integral has committed to paying all directly employed staff the Real Living Wage and presenting a Real Living Wage option in every client bid.

The Real Living Wage is independently calculated based solely on the actual cost of living. It is different to the government's minimum wage rate, which is often referred to as the 'National Living Wage' for those over the age of 21.

Integral's step has already had a transformative effect, with 113 employees receiving a pay rise. To date, 95% of staff working on contracts are now paid the Real Living Wage, and 99% of client contracts now pay the Real Living Wage.

Peter Jones, managing director of Integral and Workplace Management, EMEA, JLL, said: "We believe paying the Real Living Wage is simply the right thing to do. This accreditation isn't the destination, but part of our ongoing commitment to raising pay standards across our industry and helping all our people to feel truly valued in their work.

"This achievement is the result of collaborative effort across the Integral business, including HR, payroll and soft services, with support from the wider JLL business."



Through the rebrand to JLL, Integral will continue working closely with clients to expand Real Living Wage coverage. The business aims to exceed its current 95% by 2026 and advocate for pay uplift across all roles where possible. To learn more about the Real Living Wage, visit: www.livingwage.org.uk