



Annual Living Wage Review - 2024

PURPOSE:

As a global employer of over 2,300 employees in 29 countries, Park Place believes that all individuals deserve to earn a living wage. Park Place is committed to paying fair and equitable wages to all of its employees based on local cost of living.

PROCESS:

Park Place has accepted the Global Living Wage Coalition's definition of a living wage, which provides that a living wage is:

The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing and other essential needs including provisions for unexpected events ([Global Living Wage Coalition](#)).

On an annual basis, Park Place will analyze the salaries and wages paid to its employees to ensure that all employees are paid a living wage. As of part of the annual living wage review, Park Place compares the annualized living wage figures provided for specific countries by the Global Wage Coalition to the wages and salaries actually paid by Park Place to employees in those countries over the same period of time. In jurisdictions for which data was not available from the Global Wage Coalition, Park Place will estimate the minimum living wage threshold from various other data sources.

FINDINGS:

As of July, 2024, more than 99.8% of Park Place employees were paid a living wage. Of the more than 2,300 total individuals employed by Park Place, only four employees had current annualized salaries that fell under their applicable living wage threshold. Two of the foregoing employees are subject to commission based remuneration and, taking into account such commissions that may be earned by such employees, would be paid more than the living wage in their respective countries. The salaries of the remaining two employees will be adjusted during the 2024 merit increase cycle to ensure they meet the applicable living wage.

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