



## METHODOLOGICAL NOTE

This is to confirm that the certificate no . 2024 -31 provided by the Fair Wage Network to **Ashland** on the 07 th of May 2024 has been awarded along the following Methodological Criteria:

✓ The scope of the Living Wage Gap:

- All employees on a payroll as of the date of the Living Wage Gap analysis, inclusive of short- term and long-term employees.
- Excluding interns and apprentices.

✓ Living Wage Benchmarks:

- Considering multiple number of income earners in a family per country (average income earners).
- Considering a family size according to the national fertility rate (2 adults plus fertility rate).

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Signature of the Chair

Fair Wage Network