

The Lord Leigh of Hurley
House of Lords
London
SW1A 0PW

T: +44 (0) 020 4551 0011

W: www.gov.uk/dbt

19 June 2025

Dear Lord Leigh,

Business Support for the Employment Rights Bill

Thank you for your contributions to the Committee session for the Employment Rights Bill on Tuesday 29th April.

During the session, I committed to writing to you to further outline where IKEA are supportive of the Bill.

As was established in the session, IKEA supported the increase in national minimum wage on 1st April and Peter Jelkelby, Chief Executive and Chief Sustainability Officer, IKEA UK and Ireland, noted that,

People are at the heart of IKEA's success, and we recognise the challenges they face from inflationary pressures and rises in the cost of living.

Businesses rely on a skilled, engaged and committed workforce, so ensuring that wages reflect the cost of living is the right route to providing that.

Further to this, last year, IKEA hosted the Deputy Prime Minister at their Warrington store, championing enhanced access to flexible working and a range of family friendly rights in line with the Bill's ambition. Clips from this visit were shared via the Ministry of Housing, Communities and Local Government's social media channels.

The Government maintains a positive working relationship with IKEA and officials in the Department for Business and Trade regularly engage with IKEA. IKEA welcome several key proposals in the Employment Rights Bill. As a Living Wage Foundation employer with established flexible working practices, they already meet several of the Bill's proposed requirements. IKEA are committed to playing their part and we welcome the continued opportunity to work with them, and other businesses, on the detail of the Bill, including around implementation and timelines. Government recognises the importance of working with business to ensure the right balance is struck between safeguarding workers' rights and supporting businesses to thrive.

The Bill is supported by a range of businesses of all sizes and sectors, including – as the Noble Baroness Jones noted during the Bill's second reading – Centrica, the Co-op, Richer Sounds and SMEs Thomas Kneale & Co and Adept Corporate Services, amongst others.

I am copying this letter to all Noble Lords who spoke in the debate. I am also depositing a copy of this letter in the Library of the House.

Yours Sincerely,

A handwritten signature in dark ink, appearing to be 'Sam', with a large loop at the start and a long, sweeping stroke at the end.

Lord Leong CBE
Lord in Waiting (Government Whip)