

WAGE COMPLIANCE POLICY

The company Wage Compliance Policy

1. Introduction

The company is committed to ensuring fair and ethical employment practices. This policy outlines our commitment to ensuring that wages provided to workers meet applicable host country legal requirements or, if there is no legal minimum wage, are aligned with the prevailing sector wage. We believe in upholding the rights and dignity of all workers and complying with all relevant laws and regulations.

2. Wage Compliance

a. The company strictly adheres to applicable host country legal requirements regarding minimum wages. b. In cases where there is no legal minimum wage, we ensure that wages are aligned with the prevailing sector wage to ensure fair compensation.

3. Communication and Transparency

a. The company shall communicate this policy to all employees, contractors, and stakeholders to ensure a clear understanding of our commitment to fair wage practices. b. We shall provide clear and transparent information to workers regarding their wages, ensuring they understand the basis for their compensation.

4. Reporting and Non-Retaliation

a. Any concerns, complaints, or reports related to wage compliance will be promptly and confidentially addressed by appropriate channels within the organization. b. The company strictly prohibits any form of retaliation against individuals who report or raise concerns about wage compliance.

5. Training and Compliance Monitoring

a. We shall provide relevant training and guidance to employees, contractors, and relevant personnel to ensure understanding and compliance with this policy. b. Regular audits and assessments will be conducted to monitor and ensure adherence to this policy within our operations.

6. Continuous Improvement

a. The company is committed to ongoing improvement of our practices and policies, reflecting changes in regulations and best practices related to wage compliance.

By adhering to this policy, The company reaffirms its dedication to fair compensation, respect for workers' rights, and creating a just and equitable workplace for all.