

	UNITECH PLASTO COMPONENTS PRIVATE LIMITED	Doc No	UPCL/ESG/D/01M
		Date of Doc	08/01/2024
		Rev No	00
	WAGE POLICY	Supersede	00

1. Objective and Purpose of the Policy:

Unitech Plasto Components is committed to respecting and protecting the fundamental human rights of Wage to all employees and stakeholders, in compliance with relevant laws and regulations.

2. Scope of the Policy:

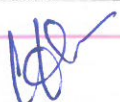
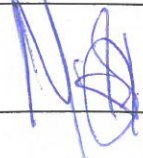
This policy applies to all the employees including contract employees who were employed in the Unitech Plasto components and its operation.

3. Policy/Guidelines:

Unitech Plasto components Wage policy ensures fair, adequate, and sustainable compensation for labor while balancing economic growth, productivity, and equality.

We are committed towards,

- Equality:** We ensure equal pay for equal work, regardless to gender, ethnicity, or background.
- Compliance:** We adhere to national minimum wage laws, labour regulations, and industry standards as per compliance.
- Competitiveness:** We offer wages that are competitive within the market to attract skilled workers.
- Productivity Linkage:** We Connect wage increases with employee performance and organizational productivity.
- Sustainability:** We Maintain wage structures that are financially viable for the organization.
- Wage Structure:** Define pay scales based on role, experience, skill level, and responsibilities.
- Increments & Bonuses:** We set clear criteria for annual raises, performance bonuses, and promotions.
- Pay Transparency:** Provide clarity on how wages are determined and how they can increase.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		

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4. Review of Policy:

This policy will be reviewed annually and adjusted as needed to remain aligned with legal requirements and best practices.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
