

LIVING WAGE POLICY

At OCCL Limited, it is our fundamental belief that our people are our greatest competitive advantage and most significant key to our current and future success.

Statement of Intent

We are committed to ensure that all employees directly employed with us should be able earn a **LIVING WAGE** (a wage that goes above and beyond the minimum wage declared by the government from time to time), to cover the necessary living costs of their families Including expenses on healthcare, children education etc.

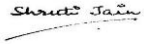

Our Goals

To ensure effective and sustained implementation of this policy we will:

- Continue to maintain our fixed compensation at **Minimum 2X** level of the Govt declared 'minimum wages' at any point in time.
- Continue to provide Comprehensive health care coverage (Mediclam, Term-Life, PA) over and above the fixed compensation.
- Annually review our minimum salary levels in comparison with Inflationary changes, available data on Cost of Living etc.
- Actively encourage our supply chain partners to implement Living wage principles in their organisations through training & periodic assessment.
- Periodically calibrate internal salaries with living wage published reports/surveys from credible sources such as UNGC etc.

Policy Review & Communication

This policy will be reviewed periodically or following a major operational or organisational change. This policy will be communicated to all our employees, published on our intranet, on our external website, and made available to interested parties.

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