



LIVING WAGE POLICY



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AMENDMENT HISTORY

Date	Description of Change/Action Taken	Rev. No.
April 1, 2024	<ul style="list-style-type: none">• Updated Scope and Review Mechanism.• Included Commitment	1.1
January 01, 2025	<ul style="list-style-type: none">• Updated Logo	1.2



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INTRODUCTION

In recognition of the importance of fair compensation and the well-being of our employees, Ami Organics Limited is committed to implementing a living wage policy for all applicable stakeholders

This policy aims to ensure that all applicable stakeholders receive remuneration that is sufficient to meet their basic needs, including housing, food, healthcare, education, and other essential living expenses.

SCOPE

This Policy is applicable to following sites and all of its employees, workers, contractors, sub-contractors and other stakeholders who are directly and indirectly associated with the company:

Sr. No.	Ami Organics's	Address
1	Registered office	Plot No. 440/4, 5 & 6, Road No. 82/A, GIDC Sachin, Surat Gujarat 394230 India
2	Factory Unit 1	Plot No. 440/4, 5, 6 & 8206/B, Road No. 82/A, GIDC Sachin, Surat 394230, Gujarat, India
3	Factory Unit 2	Plot No. 127/1, Industrial Estate, GIDC, Ankleshwar-393002, Gujarat, India
4	Factory Unit 3	Plot No. 910/1/B, GIDC, Jhagadia- 393110, Bharuch, Gujarat, India
5	Research & Development Unit	Plot No. C1B-469 Road No. 82-C GIDC Sachin, Surat, 394230 Gujarat
6	Warehouse I	Plot No. 478, 479 & 494, 495 Road No. 82-C GIDC, Sachin, Surat, 394230 Gujarat
7	Warehouse II (for future expansion)	Plot No. 5538, Road No. 8, GIDC Sachin, Surat, Gujarat 394230, India

POLICY STATEMENT

Ami Organics Limited is committed to a Living Wage policy, ensuring fair compensation that meets basic needs. Our pledge includes regular reviews, equal opportunities, and transparent communication. By prioritizing employee well-being, we aim to foster a thriving, inclusive workplace that values dignity and financial stability for all.

COMMITMENT

Ami Organics Limited is committed to ensuring all employees receive a living wage that meets basic needs. We pledge to regularly review wages, ensure equal pay for equal work, maintain transparent communication, and comply with legal standards, fostering a fair,



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inclusive workplace focused on employee well-being and financial stability.

STANDARDS

1. Fair Compensation:

- Ensure that all employees, regardless of their job roles or positions, receive a wage that is fair and in alignment with the cost of living in the respective geographic locations.

2. Employee Well-being:

- Promote the overall well-being of employees by providing wages that support a healthy work-life balance, enabling them to meet their basic needs without undue financial stress.

3. Equal Opportunities:

- Address wage disparities and ensure equal pay for equal work, fostering an inclusive workplace that values diversity and provides equitable opportunities for all employees.

4. Training and Development:

- Invest in the continuous training and development of employees to enhance their skills and contribute to career advancement, which should be reflected in their compensation.

5. Regular Reviews:

- Conduct periodic reviews of the living wage policy to adjust wages according to changes in the cost of living, economic conditions, and industry standards.

TANGIBLE MILESTONES

1. Minimum Living Wage:

- Cover 100% of Employees above Living wage rules.
- Cover 100% of Workers above Living wage rules.

2. Annual Cost of Living Adjustments:

- Implement a system for annual adjustments aiming for a minimum 3% every year increase considering the base line period of FY 2021-22.

3. Benefits and Allowances:

- Provide comprehensive benefits, aiming for 100% coverage with health, transportation, and housing support considering by FY 2026-27 with baseline of FY 2021-22.

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4. Progressive Wage Structure:

- Establish a structure promoting career growth, with a target of 90% of employees experiencing wage progression within 5 years considering FY 2021-22 as the base line.

5. Transparent Communication:

- Ensure 100% of employees understand the living wage policy and how their compensation aligns with it by FY 2026-27 from baseline FY 2021-22.

RESPONSIBILITIES

The responsibility for the review of the policy with the ESG Committee: Human Resource Head. His task is to evaluate the policy's implementation, assess the achievement of set targets, and recommend adjustments or enhancements to align with IDH standard and Fair wage network Practices.

The final approval of any policy adjustments shall be given by the Director of Ami Organics Limited, ensuring the highest level of leadership endorsement for our environmental initiatives.

REVIEW MECHANISM

This policy will be reviewed by every year or as when required by HR Manager to track the progress on every issue and its targets. For this the ESG committee shall undertake employee satisfaction survey and Living Wage benchmark survey once in each year to ensure that the implementation of policy and its targets are in alignment.

1. Assessment and Benchmarking:

- Conduct a thorough assessment of the cost of living in each location where the company operates and benchmark the living wage against industry standards and regional economic conditions.

2. Training Programs:

- Implement training programs for managers and human resources personnel to ensure understanding and effective implementation of the living wage policy.

3. Regular Audits:

- Conduct regular audits to monitor and evaluate the effectiveness of the living



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wage policy, making adjustments as necessary to meet the evolving needs of employees.

4. Employee Feedback Mechanism:

- Establish a mechanism for employees to provide feedback on the living wage policy and suggest improvements, fostering a culture of continuous improvement and employee engagement.

REV. No. 1.2

EFFECTIVE FROM: 01.04.2023

LAST REVIEW DATE: 01.01.2025

NEXT REVIEW DATE: 01.01.2026

APPROVED BY:

A handwritten signature in blue ink, appearing to be "R. G. L. D.", is written over the "APPROVED BY:" text.

Director – Ami Organics Limited