

SPINNING & SOCKS - WAGE POLICY

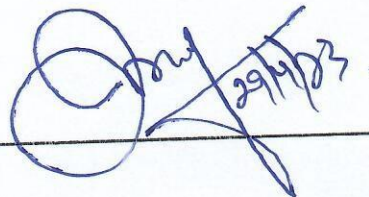

Effective Date: 01.04.2023

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2023

APPLICABILITY

UNIT	DESIGNATION	WAGE
Spinning & Socks	Operator (Carding, RSB, LD2, Comber, Simplex, Spinning-Sider, Doffer, Autoconer, Knitting, Linking, Covering, Washing, Embroidery, Boarding)	Fresher <ul style="list-style-type: none">• First 6 months - Rs.325/-• After 6 months – Rs.325 + Attendance Incentive (Annexure enclosed)• On completion of 9 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days) Experienced <ul style="list-style-type: none">• From 1st day – Skill based salary + Incentive (Annexure enclosed)• On completion of 3 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days)
Spinning & Socks	Checker	Fresher <ul style="list-style-type: none">• First 6 months - Rs.300 + Incentive (Annexure enclosed)• After 6 months - Rs.310 + Incentive (Annexure enclosed) On completion of 6 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
Spinning & Socks	Non operator	Fresher <ul style="list-style-type: none">• First 3 months – Rs.280 + Incentive (Annexure enclosed)• After 3 months – Rs.290 + Incentive (Annexure enclosed)• On completion of 9 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
Socks	Production Engineer	ITI & Diploma <ul style="list-style-type: none">• First 6 months – Rs.9,500• After 6 months – Rs.9,500 + Incentive (Annexure enclosed) Any degree <ul style="list-style-type: none">• First 6 months – Rs.10,000• After 6 months – Rs.10,000 + Incentive (Annexure enclosed)



GAINUP GARMENTS

WAGE POLICY

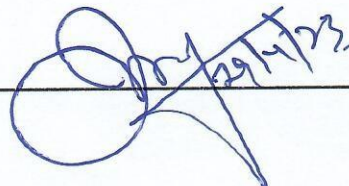
Effective Date: 01.04.2023

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2023

APPLICABILITY

UNIT	DESIGNATION	WAGE
Garments	Operator (Sewing Operator, Ironing Master, Printing Master, Cutting Master)	Fresher <ul style="list-style-type: none">• First 6 months - Rs.325/-• After 6 months - Rs.325+ Attendance Incentive (Annexure enclosed)• On completion of 9 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days) Experienced <ul style="list-style-type: none">• From 1st day - Skill based salary + Incentive (Annexure enclosed)• On completion of 3 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days)
Garments	Checker	Fresher <ul style="list-style-type: none">• First 6 months - Rs.300 + Incentive (Annexure enclosed)• After 6 months - Rs.310 + Incentive (Annexure enclosed)• On completion of 6 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
Garments	Non operator	Fresher <ul style="list-style-type: none">• First 6 months - Rs.280 + Incentive (Annexure enclosed)• After 6 months - Rs.290 + Incentive (Annexure enclosed)• On completion of 6 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
All units	PG Employees	Fresher <ul style="list-style-type: none">• From 1st day - Rs.330 + Incentive (Annexure enclosed)• On completion of 3 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days)



ANNEXURE - I

Attendance Incentive

Operator	Non operator
No leave – Rs.1500	No leave – Rs.750
One day leave – Rs.1000	One day leave – Rs.500
Two days leave – Rs.500	Two days leave – Rs.250

GAINUP TECHNOTEK LIMITED
WAGE POLICY

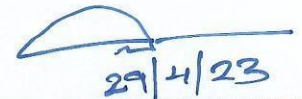
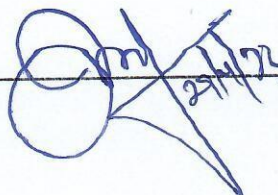
Effective Date: 01.04.2023

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2023.

APPLICABILITY

UNIT	DESIGNATION	WAGE
Gloves & Woven	Operator (Sewing Operator, Cutting Master, Special M/c Operator)	Fresher <ul style="list-style-type: none">• First 6 months - Rs.325/-• After 6 months - Rs.325 + Attendance Incentive (Annexure enclosed)• On completion of 9 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days) Experienced <ul style="list-style-type: none">• From 1st day - Skill based salary + Incentive (Annexure enclosed)• On completion of 3 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days)
Gloves & Woven	Checker	Fresher <ul style="list-style-type: none">• First 6 months - Rs.300 + Incentive (Annexure enclosed)• After 6 months - Rs.300 + Incentive (Annexure enclosed)• On completion of 6 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
Gloves & Woven	Non operator	Fresher <ul style="list-style-type: none">• First 6 months – Rs.280 + Incentive (Annexure enclosed)• After 6 months – Rs.290 + Incentive (Annexure enclosed)• On completion of 6 months of service, the wage will get increased by Rs.5 for every half-year (Minimum 138 days)
All units	PG Employees	Fresher <ul style="list-style-type: none">• From 1st day – Rs.330 + Incentive (Annexure enclosed)• On completion of 3 months of service, the wage will get increased by Rs.5 for every quarter (Minimum 69 days)



ANNEXURE - I

Attendance Incentive

Operator	Non operator	Checker & Packer (Gloves only)
No leave – Rs.1500	No leave – Rs.750	No leave – Rs.1000
One day leave – Rs.1000	One day leave – Rs.500	One day leave – Rs.750
Two days leave – Rs.500	Two days leave – Rs.250	Two days leave – Rs.500