

GAINUP TECHNOTEK LIMITED**WAGE POLICY**

Effective Date: 01.04.2024 ✓

PURPOSE

To revise the wage structure as per revised minimum wage for Tailoring Industry.

APPLICABILITY

| DIVISION | DESIGNATION | WAGE |
|--------------------------------------|--|---|
| Gloves, Woven I, II & Headwear | Operator (Sewing Operator, Cutting Master, Special Machine & Knitting Operator) | Fresher |
| | | <ul style="list-style-type: none"> From 1st day - Rs.425 + Attendance Incentive. On completion of every 69 days of service in a quarter, the wage will get increased by Rs.5 in next wage month. |
| Gloves, Woven I, II & Headwear | Checker | Experienced |
| | | <ul style="list-style-type: none"> From 1st day - Skill based salary + Attendance Incentive. On completion of every 69 days of service in a quarter, the wage will get increased by Rs.5 in next wage month. |
| Gloves, Woven I, II & Headwear | Non operator (Except - Operator, Checker) | Fresher |
| | | <ul style="list-style-type: none"> From 1st day - Rs.420 + Attendance Incentive On completion of every 138 days of service in 6 months, the wage will get increased by Rs.5 in next wage month. |
| All Divisions | Security | <ul style="list-style-type: none"> Security Officer Rs.17,000/-pm. Head Security Guard Rs.11,500/-pm. Security Guard Rs.10,500/-pm. |

Additionally, Rs.40/- to added for Qualified employees (2 / 3 Years Course).

Transport deductions.

To deduct Rs.70/- per working day for all employees (Except-Security/Driver).

Minimum Wage / Basic+DA:

- Operator - Rs.419/-
- Checker - Rs.419/-
- Helper - Rs.404/-
- Security Guard - Rs.10,500/-pm.

Attendance Incentive

| Description | Operator - Fresher (First 6 Months) | Operator - Experienced Fresher after 6 Months | Non-Operator - All | Checker & Packer (Only for Gloves) |
|----------------|--|--|--------------------|---------------------------------------|
| No Leave | Rs.1,000/- | Rs.1,500/- | Rs.750/- | Rs.1000 |
| One Day Leave | Rs.750/- | Rs.1,000/- | Rs.500/- | Rs.750 |
| Two Days Leave | Rs.500/- | Rs.500/- | Rs.250/- | Rs.500 |