

GAINUP TECHNOTEK LIMITED**WAGE POLICY**

Effective Date: 01.04.2026

PURPOSE

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

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Gloves	Operator (Sewing Operator, Cutting Master, Special Machine & Knitting Operator)	Fresher <ul style="list-style-type: none">From 1st day - Rs.490 + Attendance Incentive.On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.
		Experienced <ul style="list-style-type: none">From 1st day - Skill based salary + Attendance Incentive.On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.
Gloves	Checker	Fresher <ul style="list-style-type: none">From 1st day - Rs.471 + Attendance IncentiveOn completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.
Gloves	Non operator (Except - Operator, Checker)	Fresher <ul style="list-style-type: none">From 1st day - Rs.450 + Attendance IncentiveOn completion of every 138 days of service, 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.12,700/-pm.Security Guard Rs.11,700/-pm.


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

Transport deductions.

To deduct Rs.100/- per working day for all employees (Except-Driver/Security).

Minimum Wage / Basic+DA:

1. Operator - Rs.471/-
2. Checker Grade-I - Rs.479/-
3. Checker Grade-II - Rs.471/-
4. Helper - Rs.450/-
5. Security Guard - Rs.11,700/-pm.


M/3/26**Attendance Incentive**

Description	Operator	Non-Operator	Checker & Packer
No Leave	Rs.1,500/-	Rs.750/-	Rs.1000
One Day Leave	Rs.1,000/-	Rs.500/-	Rs.750
Two Days Leave	Rs.500/-	Rs.250/-	Rs.500

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14/3/26

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APPLICABILITY

DIVISION	DESIGNATION	WAGE
Woven I & Headwear	Operator (Sewing Operator, Cutting Master, Special Machine & Knitting Operator)	Fresher <ul style="list-style-type: none">From 1st day - Rs.471 + Attendance Incentive.On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.
		Experienced <ul style="list-style-type: none">From 1st day - Skill based salary + Attendance Incentive.On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.
Woven I & Headwear	Checker	Fresher <ul style="list-style-type: none">From 1st day - Rs.471 + Attendance IncentiveOn completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.
Woven I & Headwear	Non operator (Except - Operator, Checker)	Fresher <ul style="list-style-type: none">From 1st day - Rs.450 + Attendance IncentiveOn completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.


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

Transport deductions.

To deduct Rs.100/- per working day for all employees (Except-Driver/Security).

Minimum Wage / Basic+DA:

- | | |
|---------------------|------------|
| 1. Operator | - Rs.471/- |
| 2. Checker Grade-I | - Rs.479/- |
| 3. Checker Grade-II | - Rs.471/- |
| 4. Helper | - Rs.450/- |


14/3/26

Attendance Incentive

Description	Operator	Non-Operator
No Leave	Rs.1,500/-	Rs.750/-
One Day Leave	Rs.1,000/-	Rs.500/-
Two Days Leave	Rs.500/-	Rs.250/-

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