

SPINNING & SOCKS - WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.03.2026

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Spinning & Socks	Operator (Carding, RSB, LD2, Comber, Simplex, Spinning-Sider, Doffer, Auto coner, Knitting, Linking, Covering, Washing, Boarding, Embroidery, Printing & Packer)	Fresher
		<ul style="list-style-type: none"> From 1st day – Rs.345 + 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.
Spinning & Socks	Checker	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.345 + 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.
Spinning & Socks	Non-Operator (Except-Operator, Checker)	Fresher
Socks	Junior Engineer	ITI & Diploma
Spinning & Socks	Non-Local Employees	Any Degree
		<ul style="list-style-type: none"> From 1st day – Rs.325 + 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"> From 1st day – Rs.10,250/- + Attendance Incentive. From 1st day – Rs.10,750/- + Attendance Incentive.
		<ul style="list-style-type: none"> On completion of every 69 days of service in a quarter, the wage will get increased by Rs.130/- in next wage month.
All Divisions	Security	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.345 + 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.
All Divisions	Security	<ul style="list-style-type: none"> Security Officer Rs.17,000/-pm. Security Guard Rs.11,643/-pm.

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

Minimum Wage / Basic + DA:

1. Operator - Rs.343/-
2. Checker - Rs.273/-
3. Helper - Rs.250/-
4. Security Guard - Rs.11,643/-pm.

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/-

Amended

Revised on 1-3-26

13/3/26

13/3

GARMENTS WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.03.2026.

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Garments-I, II	Operator (Sewing Operator, Ironing Master, Cutting Master & Packer)	Fresher <ul style="list-style-type: none">From 1st day - Rs.445+ 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.
		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.
Garments-I, II	Checker	Fresher <ul style="list-style-type: none">From 1st day - Rs.445 + 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.
Garments-I, II	Non-Operator (Except-Operator, Checker)	Fresher <ul style="list-style-type: none">From 1st day - Rs.400 + 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.
Garments-I, II	Non-Local Employees	Fresher <ul style="list-style-type: none">From 1st day - Rs.445 + Attendance Incentive.On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.No deduction for Transportation.

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

Transport deductions.

To deduct Rs.75/- per working day for all Local employees.

Minimum Wage / Basic + DA:

1. Operator - Rs.444/-
2. Checker - Rs.341/-
3. Helper - Rs.307/-

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/-

Revised on 1.3.26

13/3/26

GAINUP TECHNOTEK LIMITED**WAGE POLICY**

Effective Date: 01.03.2026

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.470 + Attendance Incentive On 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.448 + Attendance Incentive On 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.12,600/-pm. Security Guard Rs.11,643/-pm.

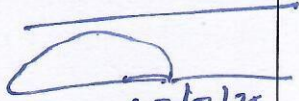
Additionally, Rs.40/- to added for Qualified employees (2 / 3 Years Course).

Transport deductions.

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


Minimum Wage / Basic+DA:

1. Operator - Rs.470/-
2. Checker - Rs.470/-
3. Helper - Rs.448/-
4. Security Guard - Rs.11,643/-pm.

Revised on 1.3.26

 13/3/26

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



GAINUP TECHNOTEK LIMITED**WAGE POLICY**

Effective Date: 01.03.2026

PURPOSE

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

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.470 + 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.470 + 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.448 + 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).


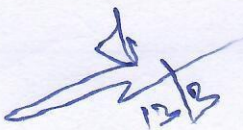
Minimum Wage / Basic+DA:

5. Operator - Rs.470/-
6. Checker - Rs.470/-
7. Helper - Rs.448/-
8. Security Guard - Rs.11,643/-pm.

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/-

Revised on 1.3.26


13/3/26
12/3

GAINUP TECHNOTEK LIMITED**WAGE POLICY**

Effective Date: 01.03.2026

PURPOSE

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

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Woven II	Operator (Sewing Operator, Special Machine)	Fresher <ul style="list-style-type: none"> From 1st day - Rs.470 + 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 II	Checker	Fresher <ul style="list-style-type: none"> From 1st day - Rs.470 + Attendance Incentive On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.
Woven II	Non operator (Except - Operator, Checker)	Fresher <ul style="list-style-type: none"> From 1st day - Rs.448 + Attendance Incentive On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.
Woven II	Security	<ul style="list-style-type: none"> Security Officer Rs.17,000/-pm. Head Security Guard Rs.12,600/-pm. Security Guard Rs.11,643/-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:

9. Operator - Rs.470/-
 10. Checker - Rs.470/-
 11. Helper - Rs.448/-
 12. Security Guard - Rs.11,643/-pm.

Revised on 13.2

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13/3/22

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/-

[Signature]
13/3