

Prosel Ltd

Living Wage Policy

Objective

Prosel Ltd realizes that the workforce is one of the company's most important assets directly involved in achieving targets and growing the company's business.

As a form of this commitment, Prosel Ltd guarantees to provide decent wages to workers. This wage policy is issued to express Prosel Ltd's commitment to ensuring the welfare of its workforce by their basic needs and ensuring that the force is paid according to the applicable laws and regulations.

Scope

This wage policy applies to all business units of Prosel Ltd and all level workers within the scope of the Company.

Definitions

Living wages are the minimum wages received for the essential working hours necessary to meet the basic needs of workers and their families. Living wages consist of basic wages and fixed allowances and do not include bonuses and overtime.

Policy Statement

Prosel Ltd is committed to always maintaining welfare and providing fair and decent wages to workers as a form of appreciation for the contribution and effort they provide. The company ensures that the stipends given to employees at least meet the minimum wage level stipulated by labor laws or regulations that apply in the region. This shows the company guarantees workers adequate wages to meet basic living needs.

The wage structure and scale are evaluated periodically and objectively for all workers, regarding applicable laws and government regulations, considering inflation, economic growth, average population consumption, etc.

The company complies with all applicable labor laws and regulations related to the payment of wages, including working time, overtime, leave and other obligations. This compliance demonstrates the company's commitment to living wage and being responsible for the workforce.

HShah

Hemim Shah
Director

Last date of review: May 2025