



BHARAT BALANCING WEIGHTSS & CO (a BBW Group Company)

SF 322/1A3, Moperipalayam Road, Thanner Pandal, Karumathampatti Via, Near Annalakshmi Garden,
Moperipalayam Village, Coimbatore - 641 659.

(IATF 16949 : 2016, ISO 14001 : 2015 CERTIFIED ORGANISATION)

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Living Wage Declaration

At BBW, we are committed to ensuring the well-being of our employees by providing wages and benefits that go beyond statutory requirements.

We hereby declare that:

1. Wages Above Minimum Standards

We ensure that all our employees receive wages that are higher than the minimum wages declared by the Government.

2. Living Wage Commitment

Our wage structure aligns with the principle of a 'Living Wage', defined as:

"A wage that equals or exceeds the minimum wage, and that is sufficient to cover a worker's basic needs and support a family (taking into account all essential expenses, including housing, food, health care, education, transportation, etc.)."

3. Additional Benefits & Support

In addition to fair wages, we provide:

- Nutritious food for employees during working hours.
- Transport facilities to and from the workplace.
- Assistance for paying house rent to support secure and affordable living conditions.
- Comprehensive insurance coverage to safeguard employees and their families.
- Medical care facilities ensuring timely healthcare support.

Through these initiatives, BBW not only complies with legal wage standards but also upholds our responsibility to enhance the quality of life of our employees and their families.

We reaffirm our dedication to fostering a fair, inclusive, and supportive workplace that promotes dignity, security, and overall well-being for all.



Authorized Signatory
Name: Ganapathi Subramanian
Managing Director 31/3/2025

Manufacturer : Wheel Balance Weights | Gravity Die Castings | Deep Draw Parts | Sheet Metal Parts |
Pressure Die Castings | Sub-Assemblies | CNC Machined Parts