



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)

Web : www.bharatweights.com, e-mail : md@bharatweights.com, Phone : +91 97109 33050

Living Wage Declaration and Review Policy

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.

4. Employee Wage Level Analysis

BBW is committed to ensuring that employee compensation remains fair, competitive, and sufficient to support a decent standard of living. To support this commitment, the Company shall perform a periodic **Employee Wage Level Analysis** to assess whether employee wages and benefits meet or exceed applicable statutory minimum wages and are aligned with the principles of a living wage.



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The wage level analysis shall consider, where applicable:

- Government-notified minimum wages.
- Cost of living and inflation trends.
- Basic needs of employees and their families, including food, housing, healthcare, education, and transportation.
- Industry wage benchmarks and local labour market conditions.
- Additional employee benefits and welfare measures provided by the Company.

The analysis shall be documented and maintained as part of the Company's Human Rights and ESG management system.

5. Periodic Review of Living Wages

BBW shall conduct a **regular review of employee wage levels and living wage adequacy at least once every year**, or earlier if there are significant changes in statutory wage rates, inflation, or economic conditions. The review shall be undertaken by the Management in consultation with the HR Department and shall consider employee welfare, business sustainability, and applicable legal and customer requirements.

Where appropriate, BBW shall take reasonable measures to revise wages, benefits, or employee support programs to maintain its commitment to fair and adequate living wages.

Records of wage analyses, management reviews, and any actions taken shall be maintained as part of the Company's ESG and Human Rights due diligence documentation.

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.



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Authorized Signatory

Name: Ganapathi Subramanian

Managing Director 31/3/2026