

LIVING WAGE POLICY & COMMITMENT DECLARATION

BBW Global tek Private limited, we are committed to ensuring the well-being, dignity, and security of our employees and their families by providing wages and benefits that go beyond statutory minimum requirements. This policy sets out our commitment, targets, and review process for paying a living wage.

1. Definition

A “Living Wage” is a wage that equals or exceeds the applicable statutory minimum wage and is sufficient to cover a worker's basic needs and support their family, taking into account essential expenses including housing, food, health care, education, transportation, clothing, and provision for unexpected events.

2. Continuous Commitment

BBW hereby declares that:

- We ensure that all our employees receive wages that are higher than the minimum wages declared by the Government.
- Our wage structure aligns with the principle of a Living Wage as defined above.
- In addition to fair wages, we provide nutritious food during working hours, transport facilities, assistance towards housing/rent, comprehensive insurance coverage, and medical care facilities for our employees and their families.
- BBW performs a periodic Employee Wage Level Analysis and conducts a documented annual review of wage levels and living wage adequacy, considering government-notified minimum wages, cost of living and inflation trends, basic needs of employees and their families, and industry wage benchmarks.

This commitment is continuous and forms part of BBW's Human Rights and ESG management system, with records maintained annually (see BBW Employee Living Wage Analysis & Annual Review Report).

3. Quantitative Target

BBW commits to achieving and maintaining 100% coverage of all employees paid a living wage by 2027.

Progress towards this target will be tracked as part of the Company's annual Employee Wage Level Analysis and reported to Management for review.

4. Public Disclosure

This Living Wage Policy is publicly available and is published on the Company's corporate website at www.bbwwglobal.biz, and forms part of the Company's publicly accessible Human Rights and ESG documentation.

5. Periodic Review

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 Management in consultation with the HR Department. Where appropriate, BBW shall take reasonable measures to revise wages, benefits, or employee support programmes to progress towards and maintain its living wage commitment.

6. Approval

Through this policy, BBW reaffirms its dedication to fostering a fair, inclusive, and supportive workplace that promotes dignity, security, and overall well-being for all employees.



Authorized Signatory
Name: Ganapathi Subramanian
Managing Director 31/4/2026

