

# Practising Partnership!



PARTNERSHIPS IN PRACTICE

## Remuneration Policy

We, Tega Industries Limited, committed to respect the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, always meet at least legal or industry minimum standards.

Also, we will ensure that wages paid are sufficient to meet the basic needs of persons and to provide some discretionary income.

We will ensure that any deductions from wages are not-for disciplinary purposes.

We will also ensure that for any overtime work, it will be reimbursed at a premium rate as defined by national law.

We are also committed to comply with the Local, National and all other applicable laws, regulations, prevailing industry standards and other requirements relating to remuneration, to which our company subscribes.

We will show our utmost regard to the applicable international instruments relating to remuneration, as listed in 'Normative Elements and Their Interpretation' in the SA 8000:2014 International Standard.

We will communicate this policy by various effective ways within the company as well as among the interested parties.

**Date: June 5, 2024**

**Manoj Kumar Sinha  
(Director - Operations)  
Tega Industries Ltd.**