FAIR WAGE POLICY

3xper Innoventure Limited

Effective Date: 01/01/2024

Next Review Date: 31/12/2025

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1. Introduction

At 3xper Innoventure Limited, we are committed to fair and equitable compensation for all employees, ensuring they earn a living wage that meets their basic needs and allows them to maintain a decent quality of life. This policy aligns with our values of social responsibility, ethical labor practices, and global sustainability standards.

2. Scope

This policy applies to all workers, employees, contractors, and third-party associates engaged in the operations of 3xper Innoventure Limited. It governs fair wage practices, workplace conditions, human rights considerations, and ethical labor standards across all company-owned facilities. This policy applies to the following locations:

3xper Innoventure Ltd (Corporate)	4th Floor, C54-55 & Super B-4, Chola Crest Thiru-Vi-Ka Industrial Estate, Guindy 600032 Chennai, India
R&D	Ticel Bio Park (Phase-2), 7th floor Taramani, Chennai-600113, Tamil Nadu, India
Manufacturing	Plot No. 53 part, 54 & 55 Palchur Village, Naidupeta SEZ, Tirupati, Andhra Pradesh- 524 421, India
USA Office	#255, Main Street, STE 200, Cambridge, MA 02142-1029, USA

3. Policy Statement

Commitment to fair wages and economic equity is embedded in business operations by implementing policies and practices that ensure all employees earn a living wage, promote fair compensation standards, and prevent wage exploitation. Clear objectives and measurable targets are established to ensure accountability, transparency, and continuous improvement in wage structures across all operational locations.

4. Key Focus Areas and Commitments

1. Fair & Equitable Compensation

We ensure that all employees receive wages that meet or exceed a living wage benchmark by conducting annual wage assessments and progressively eliminating wage gaps. By 2030, 100% of direct employees will be covered by a living wage benchmarking analysis, increasing from 60% in 2023, and 100% of employees, including contract workers, will receive at least a living wage, reducing the percentage of those earning below the benchmark from 20% in 2023 to 0%.

2. Supplier & Contractor Wage Compliance

Our commitment extends to our suppliers and contractors, requiring them to meet living wage standards through formal benchmarking and implementation. By 2030, 100% of Tier-1 suppliers will conduct a living wage benchmarking analysis, up from 50% in 2023, and 100% of Tier-1 suppliers will implement living wage payments, an increase from 60% in 2023.

3. Wage Transparency & Pay Equity

To eliminate wage disparities and promote fairness, we establish structured pay frameworks, ensuring all wages align with a recognised living wage benchmark. By 2030, 100% of employees will have access to wage benchmarking reports, up from 60% in 2023, and the gender and employee vs. non-employee pay gap will be reduced to 0%, down from 10% in 2023.

4. Social Benefits & Employee Well-Being

We recognise that living wages go beyond salary, encompassing healthcare, insurance, pension schemes, and financial literacy training. By 2030, 100% of employees will have access to employer-supported healthcare and social security benefits, an increase from 75% in 2023, and 100% of employees will complete financial literacy training, up from 50% in 2023.

5. Stakeholder Engagement & Public Commitment

We publicly commit to continuously paying a living wage and ensuring transparent reporting to hold ourselves accountable. By 2030, we will publicly announce and report progress on our living wage targets, and 100% of our industry collaborations will align with fair wage initiatives, strengthening ethical labor practices.

6. Strengthening Wage Progress Monitoring & Auditing

To maintain accountability, we conduct internal wage audits and partner with third-party auditors for independent verification. By 2030, 100% of company locations will be included in an internal living wage audit, up from 50% in 2023, and 100% of wage data will be externally audited at least once every two years to ensure compliance.

7. Employee Representation

We uphold employees' rights as critical mechanisms for fair wages and better working conditions. By 2030, 100% of employees will be covered by wage dialogue mechanisms, increasing

from 65% in 2023, and 100% of wage-related grievances will be resolved within six months of filing, ensuring a fair and timely process.

5. SDGs Covered

This Policy aligns with:

6. Responsibility

- **Chief Human Resources Officer (CHRO):**
  - Oversees the overall implementation and compliance of this policy.
  - Reports on policy adherence and progress to senior leadership and governance bodies.
- **Human Resources Managers:**
  - Ensure workplace rights, fair wages, and employee well-being initiatives are effectively implemented.
  - Conduct periodic wage benchmarking, audits, and compliance reviews to align with ethical labor standards.
- **Department Heads and Team Leaders:**
  - Enforce adherence to living wage standards and promote fair compensation.
  - Provide regular updates to the Ethics Committee on workplace compliance and wage-related grievances.
- **All Employees:**
  - Expected to uphold the principles of this policy and report any violations or concerns through appropriate channels.
  - Participate in awareness programs and training on living wages, fair labor practices, and ethical workplace conduct.

Governance Mechanism

- **Ethics Committee:**
  - Monitors workplace conduct and ensures fair wage compliance.
  - Conducts independent investigations on reported wage-related grievances and ensures timely resolution.
  - Provides quarterly reports to senior management on wage compliance, risks, and necessary policy improvements.

- **Internal Audit & Compliance Officer:**
  - Conducts regular assessments to evaluate adherence to living wage standards and ethical labor practices.

- Works alongside HR and the Ethics Committee to ensure continuous improvement and accountability.

Measures for Policy Violation

- **Investigation & Disciplinary Actions:**
  - The Ethics Committee and HR will investigate violations of confidentiality.
  - Corrective actions include **warnings, training, suspension, or termination** for non-compliance.
  - Severe breaches, such as failure to pay a living wage, may result in **legal action** or **contract termination** for suppliers.

Do's:

- ✓ Report any violations related to fair wages and labor rights.
- ✓ Ensure equal pay, wage transparency, and ethical employment practices.
- ✓ Support diversity, equity, and inclusion in the workplace.
- ✓ Adhere to wage, working hours, and employment conditions.

Don'ts:

- × Do not engage in wage discrimination, harassment, or exploitative practices.
- × Do not tolerate forced labor or child labor in any form.
- × Do not ignore workplace wage compliance and ethical wage standards.
- × Do not retaliate against whistle-blowers or obstruct wage-related investigations.
- × Do not falsify records related to wage compliance.

7. Review mechanism

This policy will be reviewed annually by the Compliance Officer to assess progress on living wage targets, align with updated labor standards, and address workforce needs. Internal audits and employee feedback will guide necessary revisions, ensuring transparency, compliance, and continuous improvement. Findings will be reported to senior leadership for accountability.

Rev No.	Effective Date	Last Review Date	Next Review Date	Section Updated	Description of Changes	Reviewed By	Approved By
0	01/01/2024	01/01/2025	31/12/2025	Initial Release	First version of the Living Wage policy	Compliance Officer	Senior Management

1.0	01/01/2025	01/01/2025	31/12/2025	Review Mechanism	Updated review frequency and compliance measures	Compliance Officer	Senior Management

Last Review Date: 01/01/2025

Next Review Date: 31/12/2025

Approved By: RB SELVAKUMAR

Designation: CHRO

Signature:

Acknowledgement

I, Sivabalan. K., confirm that I have read, understood, and agree to comply with 3xper Innoventure Limited. Fair Wage Policy. I acknowledge my responsibility in supporting the company's commitment to fair compensation, wage equity, and ethical labor practices. I pledge to uphold this policy by adhering to fair wage principles, ensuring transparency, and contributing to a workplace that values dignity and financial well-being for all employees.

I recognise that my commitment is essential to achieving 3xper Innoventure Limited's fair wage objectives and fostering a culture of fairness, accountability, and continuous improvement. I am dedicated to maintaining an equitable and just work environment where all employees are compensated fairly in accordance with industry standards and recognised wage benchmarks.

Employee Name: Sivabalan. K.

Employee Signature:

Date: 06/01/2025