

Human Resources		
Policy on Remuneration		
Policy No.	Version No.	Effective date.
COHANCE/HR/121	01	01.09.2025

**1. Objective**

To ensure all workers at Cohance Lifesciences Limited receive a living wage that meets or exceeds legal, industry, or collective agreement standards, and supports basic needs for themselves and their dependents.

**2. Scope**




This procedure applies to all employees, including contract staff, across Cohance Lifesciences locations and covers pay rates, overtime, paid leave, and statutory benefits.

**3. Definitions**

- 3.1 Living Wage: The remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.
- 3.2 Remuneration: Reward for employment in the form of pay, salary, or wage, including allowances, benefits (such as company car, medical plan, pension plan), bonuses, cash incentives, and monetary value of the noncash incentives.

**4. Policy on Remuneration**

- 4.1 The Remuneration Policy of Cohance Lifesciences Limited is designed to attract, motivate and retain talent in a competitive and international market either in the roles of Cohance Lifesciences Ltd, or through contract system.
- 4.2 Cohance Lifesciences Limited shall ensures that deductions from wages are not made for disciplinary purposes. Exceptions to this rule apply only when both of the following conditions exist:
- 4.3 Cohance Lifesciences Limited shall ensures that personnel's wages and benefits composition are detailed clearly and regularly in writing for them for each pays period. Cohance Lifesciences Ltd, shall lawfully render all wages and benefits due in a manner convenient to workers/staff, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.
- 4.4 All overtime shall be reimbursed at a premium rate as defined by national law.
- 4.5 Cohance Lifesciences Limited shall periodically reviews and improves the above remuneration policy to ensure its continual suitability and would also ensure that it is understood and implemented at all levels of the organisations.
- 4.6 Cohance Lifesciences Limited., shall strive to put efforts for promoting awareness on remuneration policy in our employees and related interested parties.

		
Prepared by	Reviewed by	Approved by
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Sr. Manager – HR	Vice President – HR	CHRO




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- 4.7 Cohance Lifesciences Limited, shall monitor and measure the process against the requirement and take actions to continually improve the system.
- 4.8 Cohance Lifesciences Limited, also ensures that the wage and benefits composition are detailed clearly and informed regularly to the employees.
- 4.9 This wage slip clearly indicates the calculated wages, other benefits and deductions with details. The employees are explained about the calculations of wages, as and when required by them and at the time of induction.
- 4.10 Cohance Lifesciences Limited further ensures that wages and benefits are rendered in full compliance with all applicable laws and the compensation is rendered through bank transfer.
- 4.11 All overtime shall be reimbursed at a premium rate as defined by the law.

**5. Company Rights**

The Company reserves the right to modify or withdraw this policy, in whole or in part, at any time without prior notice. This policy does not create an employment contract, nor does it guarantee benefits or continued employment. Amendments may be made whenever necessary.

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