



GRAPHITE INDIA LIMITED

REGD. & H.O.: 31, CHOWRINGHEE ROAD, KOLKATA - 700 016, W.B., INDIA PHONE: 91 33 4002 9600, 2226 5755 /4942 / 4943 / 5547 / 2334, 2217 1145/ 1146 FAX: 91 33 2249 6420, E-mail: gilro@graphiteindia.com WEBSITE www.graphiteindia.com, CIN: L10101WB1974PLCO94602

Living Wage Policy

1. PURPOSE

Graphite India Limited values its employees as the most critical asset and is committed to safeguarding their well-being, dignity, and economic security. The Company endeavours to provide fair, equitable, and responsible remuneration that supports a decent standard of living for employees and their families, consistent with its values of responsible business conduct.

GIL adheres to applicable laws, conventions, and internationally recognized frameworks relevant to its business operations, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact (UNGC) Principles, and the International Labour Organization (ILO) Fundamental Conventions. While complying with statutory requirements such as the Minimum Wages Act, 1948 and other applicable labour laws, the Company seeks to progressively strengthen its wage practices by considering cost of living, industry standards, productivity, and regional socio-economic conditions.

The Company recognizes the distinction between statutory minimum wages and a living wage, and aspires to ensure that compensation practices contribute to the overall well-being and financial stability of its workforce.

2. SCOPE

This policy applies to all levels of workmen-permanent/non-permanent, trainees, apprentices and other categories of workmen at all locations of the company. It also applies to the value chain partners with whom the company is associated. Where appropriate, the Company may engage with such partners to encourage continuous improvement in wage practices.

3. POLICY STATEMENT

1. GIL is committed to always maintaining welfare and providing fair and decent living wages to workers as a form of appreciation for the contribution and effort they provide.
2. The Company ensures that remuneration paid to employees meets or exceeds statutory minimum wage requirements prescribed under applicable laws. In addition, GIL strives, wherever feasible, to provide wages, benefits, and social security provisions that contribute to a reasonable standard of living, taking into account inflation, cost of living, industry benchmarks, and local economic conditions.
3. The wage structure and scale are reviewed as a part of long-term agreement between the Management and their recognized unions after periodically and objectively for all workers.
4. Wage structures and compensation packages include not only base wages but also statutory benefits and, where applicable, allowances, incentives, and welfare measures that collectively enhance the financial security of employees and workers.



GRAPHITE INDIA LIMITED

REGD. & H.O.: 31, CHOWRINGHEE ROAD, KOLKATA - 700 016,
W.B., INDIA PHONE: 91 33 4002 9600, 2226 5755 /4942 / 4943 /
5547 / 2334, 2217 1145/ 1146 FAX: 91 33 2249 6420, E-mail:
gilro@graphiteindia.com WEBSITE www.graphiteindia.com, CIN:
L10101WB1974PLCO94602

5. GIL complies with all applicable labour laws and regulations related to the payment of wages, including working time, overtime, leave and other obligations. This compliance demonstrates the company's commitment to living wage and being responsible for the workforce.
6. The Company encourages open dialogue with employees and their representatives regarding wage-related matters and seeks to address concerns through established grievance redressal mechanisms and collective bargaining processes where applicable.
7. GIL encourages its contractors and suppliers to comply with applicable wage laws and to progressively adopt fair and responsible wage practices for their workforce. The Company may, where appropriate, assess labour practices within its value chain through due diligence, audits, or contractual requirements.

8. MONITORING AND REPORTING

GIL will conduct periodic reviews and assessments to evaluate compliance with applicable wage laws, internal compensation policies, and established labour standards across its operations. This may include internal audits, management reviews, analysis of wage structures, and consultation with employee representatives where applicable. The process aims to ensure timely payment of wages, adherence to statutory requirements, fairness in compensation practices, and continuous improvement toward responsible wage management, thereby supporting workforce well-being and alignment with the Company's human rights and sustainability commitments.

9. GOVERNANCE

This Policy is approved by the Executive Director of GIL. The Human Resources Team is responsible for implementation, monitoring, and periodic review of this Policy to ensure continued relevance, effectiveness, and alignment with applicable labour laws, organizational needs, and evolving standards of responsible employment practices. Updates will be made as necessary to strengthen fair wage practices and support the Company's commitment to employee welfare.

DATE: 10.11.2025

A. DIXIT

EXECUTIVE DIRECTOR