



A.L. Group Living Wage Policy

Integrated Human Resources & Corporate Governance Framework

1. Purpose and Commitment

At A.L. Group, we believe that our employees are our greatest asset. We are committed to fostering a fair, equitable, and supportive work environment. This Living Wage Policy reinforces our dedication to responsible corporate citizenship by ensuring that every team member receives compensation that supports a stable and secure standard of living.

This policy is fully integrated into the company's Human Resources (HR) standard operating procedures and forms an essential part of our internal governance framework.

2. Core Principles

A.L. Group is dedicated to upholding the following principles across all our global operations:

- **Compliance with Local Laws:** A.L. Group strictly adheres to all applicable local, regional, and national labor laws and regulations regarding minimum compensation.
- **At or Above Minimum Wage:** Under no circumstances will any employee of A.L. Group be paid below the legally mandated local minimum wage. Where local standards are allowed, our wage structures aim to provide financial security that goes beyond the bare statutory minimum.
- **Fairness and Equity:** We evaluate our compensation packages regularly to ensure they remain competitive within our industry and reflective of local economic conditions.

3. Scope

This policy applies universally to all employees of A.L. Group, including:

- **Full-time employees**
- **Part-time employees**
- **Temporary and probationary staff (in accordance with local statutory guidelines)**

4. Implementation, Governance and Review

- **Regular Monitoring and Corporate Governance:** Human Resources, in collaboration with local management teams, regularly reviews local minimum wage updates and economic shifts to guarantee continuous compliance. The implementation of this policy is subject to ongoing oversight by senior management and designated corporate governance committees, ensuring alignment with ethical labor standards.



- **Adjustment Mechanism:** Should a local government adjust its minimum wage, A.L. Group will automatically adjust any affected base pay to ensure immediate and ongoing compliance with this policy.
- **Periodic Review & Approval Mechanism:** This policy undergoes a structured review, refreshing, and re-approval process at least annually by executive management and authorized governance bodies. This ensures continued relevance, market competitiveness, and alignment with evolving economic and regulatory standards.

5. Reporting and Governance

A.L. Group maintains an open-door policy regarding compensation. Employees who have questions regarding their pay, or who wish to report concerns related to wage practices, are encouraged to contact the Human Resources Department. All inquiries will be handled confidentially and without fear of retaliation.

Approved by:	Senior Management, A.L. Group
Effective Date:	July 2026
Review Cycle:	Annual (Mandatory Periodic Refresh & Re-Approval)
Integration:	Integrated into A.L. Group Human Resources (HR) Procedures