**Employee Remuneration Policy**

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| **Entity:**  BPTP INTERNATIONAL TRADE CENTRE LIMITED | **Section:**  SOCIAL POLICY | | **Version:** V2 | | **Effective Date:** 01.05.2023 |
| **Subject:** EMPLOYEE REMUNERATION | | |  | | |
| **Policy Owner:**  C-HRO | | **Review Date:**  01.07.2024 | | **Pages:**  1 | |

**APPLICABILITY:** It applies to all projects, including both new construction and existing buildings at BPTP INTERNATIONAL TRADE CENTRE LIMITED

**PURPOSE:** The purpose of Employee remuneration is to serves the purpose of rewarding and motivating employees for their contributions. It helps attract and retain talented individuals, ensuring a skilled workforce to drive the company's growth and success. Additionally, fair and competitive remuneration enhances employee satisfaction and engagement, leading to increased productivity and overall business performance.

**POLICY OUTLINE:** Employee remuneration refers to the compensation or payment that an employee receives for their work. It includes wages, salaries, bonuses, and other benefits.

To support this policy, BPTP will:

* Offers competitive salaries based on job roles, responsibilities, and market trends.
* Employees have the opportunity to earn performance-based incentives, such as bonuses and commissions, for meeting or exceeding targets.
* Provides comprehensive benefits packages, including health insurance, retirement plans, and other perks.
* Offers opportunities for career growth and development through training programs, workshops, and mentorship initiatives.
* Believes in recognizing and rewarding employees for their hard work and contributions to the company's success.
* The remuneration process is fair and transparent, ensuring that employees understand how their compensation is determined.
* Regularly conducts market research to stay updated on industry standards and ensure their remuneration remains competitive.

**RESPONSIBILITY:** Everybody involved in our endeavors to manage and oversee Employee remuneration policy, including statutory (technical) authorities, subject matter experts, business associates, contractors, clients, occupants, and our own staff.

**AMENDMENTS:** This policy is subject to any changes in the applicable laws, rules and regulations by the management.