

Living Wage Assessment

Zydus Wellness



Date: March 2026

Place: Ahmedabad

Living Wage Defined...

- At Zydus Wellness, we define a Living Wage as fair compensation that fully meets the essential needs of our employees and their families—covering food, housing, clothing, healthcare, transportation, and education.
- This amount, determined through cost-of-living benchmarks, goes beyond statutory minimum wages and excludes bonuses or overtime, ensuring financial security and dignity for every team member.

Living Wage Commitment & Fair Compensation Policy in Action

Zydus Wellness Living Wage Commitment

At Zydus Wellness, Our commitment to fair compensation goes beyond compliance—it is a cornerstone of our social responsibility. Zydus Wellness stands as a workplace where every individual is respected, supported, and enabled to grow.

we are deeply committed to ensuring that every employee earns a living wage—one that enables a decent standard of living and meets the essential needs of both the employee and their family. This encompasses adequate provision for food, housing, education, healthcare, clothing, and a reasonable amount of discretionary income. Our people practices and HR processes are designed to implement this commitment consistently across all locations, reflecting the principles articulated in the Company's Human Rights Policy.

Living Wage Methodology

Our methodology for determining the living wage is comprehensive. It begins with calculating the total cost required for a dignified life for an employee and their family, including critical factors such as nutritious food, safe housing, quality education, healthcare services, clothing, and other basic necessities.

It goes without saying that our values—and the standards we set for fair compensation—are higher than the regional benchmarks. To ensure the accuracy and credibility of these calculations, periodic assessments and assurance audits are carried out by certified external agencies.

Living Wage Commitment & Fair Compensation Policy in Action (Contd...)

Compensation Structure and Allowances

In addition to the base wage determined through this methodology, we provide a structured system of allowances to protect employees against inflation and regional cost variations. This includes a Dearness Allowance (DA), which is aligned to the Consumer Price Index (CPI) as published by the Government of India, ensuring wages keep pace with changes in living costs. Employees are also entitled to a House Rent Allowance (HRA) to support housing needs and Uniform Allowances to cover clothing requirements.

By integrating these measures and conducting regular reviews, Zydus Wellness reaffirms its pledge to fair compensation and the well-being of every associate. The calculation methodology is finalized with stakeholder concurrence and documented in the Long-Term Settlement. The company also provides various allowances beyond these calculations.

Anker Methodology for Measuring Living Wage

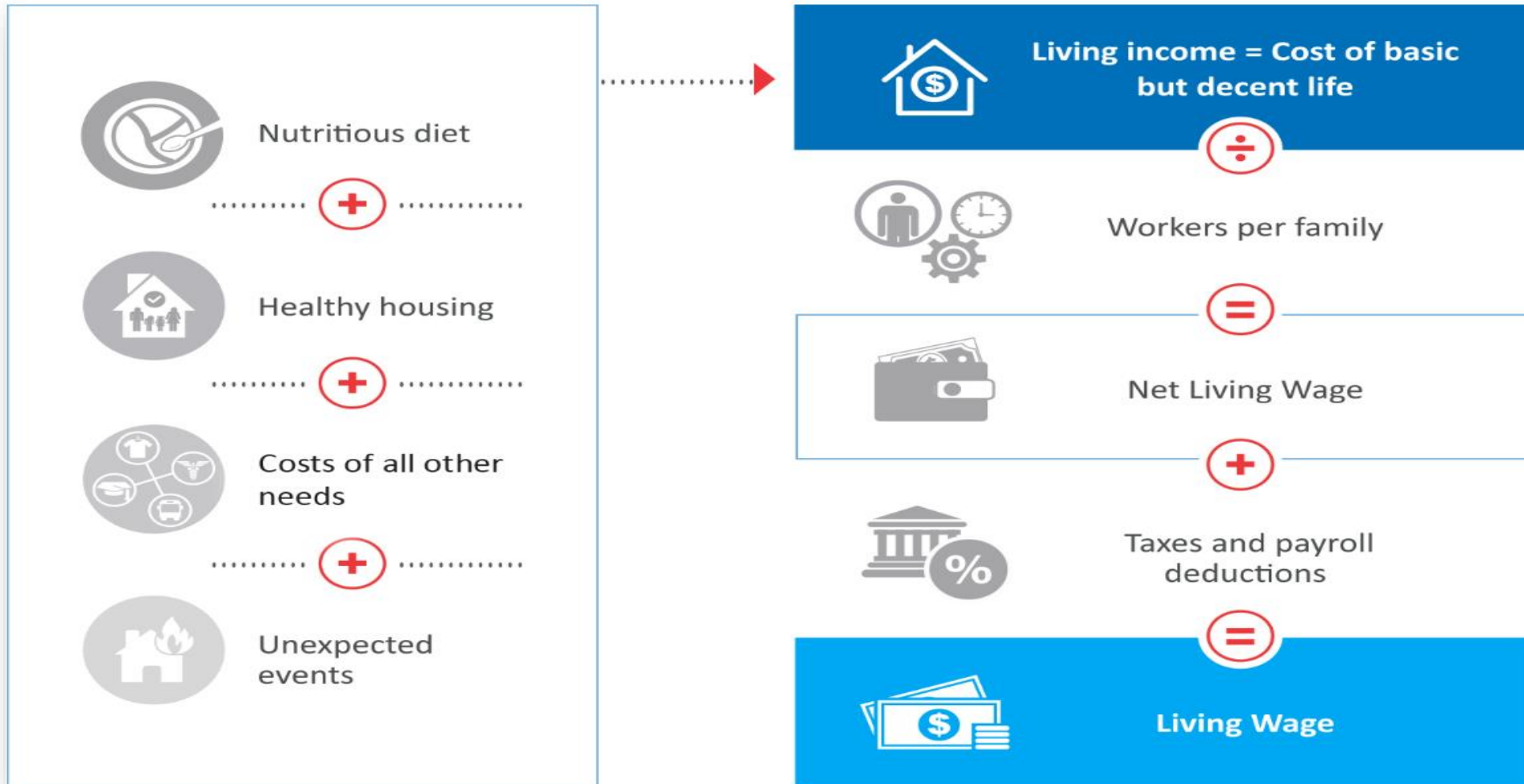
- The Living Wage methodology has two main components.
 - ✓ 1st component- Estimates cost of a basic but decent lifestyle for a worker and his/her family in a particular place.
 - ✓ 2nd component- Determines if the estimated living wage is being paid to Workers.
- Various Aspects of Anker Methodology:
 1. the methodology emphasizes participation of local people and organizations to increase its credibility and acceptance by stakeholders.
 2. Housing costs are estimated using international and national standards for decent housing. By estimating the cost of decent housing, the methodology enables different living wage estimates within countries and helps ensure that workers can afford decent housing.
 3. The methodology requires transparency and detailed documentation and analysis to ensure that the living wage estimate is solid and credible. This includes critical appraisal of available secondary data and adjustments to the periodic changes

Anker Methodology for Measuring Living Wage (Contd...)

4. A judicious combination of new local data collection and available secondary data is used to make the methodology simultaneously practical and credible. Thus, local food prices and housing costs are collected as are education, health care, and transportation costs to make sure that workers are paid enough to afford these necessities.

Finally, the estimation of living wage is explicitly separated from the determination of whether particular workers receive a living wage or particular employers pay a living wage. The evaluation of wage levels by certification bodies requires considering not only gross cash payment, but also deductions from pay, overtime pay, bonuses, and in-kind benefits.

Living Wage Framework



Regional Benchmarks- In India

Living Wage Report Assam (Dibrugarh District), India

Assam

Living Wage: ₹15,112
Indian Rupees per Month

[VIEW →](#)

Living Wage Report for Delhi- NCR, India

Delhi-NCR

Living Wage: ₹23,086
Indian Rupees per Month

[VIEW →](#)

Living Wage for Rural Andhra Pradesh, India

Andhra Pradesh

Living Wage: ₹17,962
Indian Rupees per Month

[VIEW →](#)

Living Wage for Rural Madhya Pradesh, India

Chhindwara District

Living Wage: ₹14,304
Indian Rupees per Month

[VIEW →](#)

Living Wage for Rural Madhya Pradesh, India

Ratlam District

Living Wage: ₹15,202
Indian Rupees per Month

[VIEW →](#)

Living Wage for Bhadohi, Uttar Pradesh, India

Rural India

Living Wage: ₹14,509
Indian Rupees per Month

[VIEW →](#)

Living Wage for Rural Nilgiris, Tamil Nadu, India

Nilgiris, Tamil Nadu

Living Wage: ₹14,926
Indian Rupees per Month

[VIEW →](#)

Living Wage for Tiruppur, Tamil Nadu, India

Urban India

Living Wage: ₹19,773
Indian Rupees per Month

[VIEW →](#)

Outcome of the Assessment

- Based on the Salary Pay-out details of our Non-Management Staff (NMS) workforce across all the facilities- The Values came to be much higher than the regional benchmarks.

Details/Descriptions	Aligarh (UP)	Ahmedabad Plant (Gujarat)	Sikkim Plant
Employees Count (NMS)	138	49	7
Average Pay-Out (INR)	98,099	29,560	47,498
Median Pay-Out (INR)	99,869	26,498	52,632
Min Pay-Out (INR)	16,444	17,094	35,452
Max pay- Out (INR)	1,29,393	52,760	57,632

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Thank You