

**PURPOSE AND INTRODUCTION**

This policy establishes Strauss Brands' commitment to compensating all employees with wages that meet or exceed the standard of a living wage. It recognizes the importance of fair wages to support the basic needs of our employees and their families, contributing to a sustainable workforce and community

**RESPONSIBILITY**

This policy is applicable to all Strauss Brands employees, across all regions and departments, including full-time, part-time, and contracted staff

**POLICY STATEMENT**

Strauss Brands acknowledges the right of every employee to receive a wage that is sufficient to afford a decent standard of living. A living wage should cover the cost of basic needs such as food, housing, education, healthcare, transportation, clothing and other essential needs, including provision for unexpected events.

Wage Compliance:

- ★ Commit to adhering to all local minimum wage laws and regulations as a baseline
- ★ Periodically assess our wage standards to ensure that they meet living wage benchmarks in the regions we operate

Wage Calculation:

- ★ Utilize credible living wage benchmarks and methodologies to determine appropriate wage levels in each locality
- ★ Review and adjust wage scales regularly in response to changes in cost of living and inflation rates

Transparency and Communication:

- ★ Clearly communicate wage structures and pay scales to all employees.
- ★ Provide transparent breakdowns of pay, including deductions and benefits

Benefit Consideration:

- ★ Include benefits such as healthcare, retirement plans, and bonuses when calculating total compensation to ensure it meets living wage standards
- ★ Offer overtime pay at a premium rate and ensure it is voluntary and complies with local regulations

Supplier and Contractor Compliance:

- ★ Require suppliers and contractors to adhere to living wage commitments as part of their contracts with Strauss Brands
- ★ Conduct audits to ensure compliance with wage policies among our suppliers and contractors

Regular Audits:

- ★ Perform regular internal and external audits of our payroll practices to ensure compliance with this living wage policy
- ★ Address any discrepancies or violations promptly and transparently

Employee Feedback:

- ★ Encourage employees to provide feedback on wages and benefits, and to report any concerns regarding non-compliance
- ★ Ensure that there are no reprisals against employees who express concerns or grievances

Training and Development:

- ★ Invest in training and development programs to enhance employee skills and productivity
- ★ Facilitate career progression and wage growth within the company

Collaboration and Benchmarking:

- ★ Collaborate with industry groups, labor organizations, and other stakeholders to benchmark and advocate for living wage standards
- ★ Stay informed on best practices and participate in discussions regarding living wages on a national and international level

In Conclusion, Strauss Brands is dedicated to fair and ethical compensation practices. We commit to regular reviews of our policies to ensure they align with our values and the needs of our employees, supporting their right to a living wage

**IMPLEMENTATION AND COMPLIANCE**

- ★ Risk Assessments: We will conduct regular human rights impact assessments to identify, prevent, mitigate, and account for how we address our impacts on Living Wages
- ★ Training and Awareness: We will provide training and/or resources to our employees to ensure they understand and can implement this policy effectively
- ★ Grievance Mechanism: Strauss Brands will establish a grievance mechanism for employees and other stakeholders to report human rights concerns without fear of retaliation
- ★ Monitoring and Reporting: Compliance with this policy will be regularly monitored and results will be included in our annual sustainability report
- ★ Continuous Improvement: We are committed to continuously improving our practices to support human rights, seeking dialogue with our stakeholders, and learning from best practices

**RESPONSIBILITY AND REVIEW**

The ultimate responsibility for this policy lies with the senior leadership of Strauss Brands. This policy will be reviewed annually and updated as needed to ensure relevance and effectiveness in representing our employees' rights and interest

**RESOURCES AND REFERENCE MATERIAL**

[ETI Base Code Guidance: Living Wages](#)  
[C131 - Minimum Wage Fixing Convention, 1970 \(No. 131\)](#)  
[C095 - Protection of Wages Convention, 1949 \(No. 95\)](#)

REVISION DATE	REASON FOR CHANGE	APPROVED BY
10.27.2023	Release	Elsa Kastrul