

Living Wage Guidelines

HAMC implements the following living wage guidelines to ensure the basic living standards of all employees and improve their quality of life.

1. HAMC's living wage is defined as the fair wage level required for employees and their families to maintain a basic standard of living. HAMC manages the living wage for all employees working at HAMC and its subsidiaries.
2. HAMC living wage guidelines strives to ensure the basic living standards of its employees and enhance their quality of life. Additionally, HAMC continuously strives to improve its living wage guidelines to create a work environment where employees can thrive and be happy.
3. HAMC will annually compare the wage of all employees with the living wage in each country and analyze any discrepancies to ensure the basic living standards of all employees and improve their quality of life.
4. HAMC respects the privacy of its employees and complies with the legal working hours of each country in which it operates its business. HAMC sets working hours, including breaks. In additions, HAMC does not require overtime work without the consent of its employees, and will provide fair compensation in case of unavoidable overtime work.