

# ECOVE Living Wage Statement

## Purpose

The purpose of a living wage is to secure the basic livelihoods of employees so that they can pay for their basic living costs. In addition to complying with monthly minimum wage provision by law, ECOVE takes care of employees and their families by providing food, clothing, housing, transportation, education, and insurance. It gives families more security so that their remuneration can stably meet the needs of family lives.

## Commitment

ECOVE commitment to secure a living income for all our employees, and our critical and strategic suppliers' and contractors' employees are also paid a living wage by 2030.

## Management Approach

### Awareness

- Each year, an external professional consultant, WTW (Wills Towers Watson), is entrusted to conduct a salary survey to understand relevant information on the external market to measure and maintain a certain competitive advantage in salary, which is quite helpful for the recruitment and retention of talented employees.
- The issue of a living wage is incorporated into sustainable supplier management for investigating living wages of suppliers' workers.

### Engagement

- While they paid an hourly wage less than the living wage in local region, ECOVE conduct the engagement strategy to suggest the living wage of suppliers and contractors must be sufficient for the basic needs of workers and their families.

### Action

- After the investigation of living wage, in line with the characteristics of the project engineering industry, the prevailing wage will be compared with the formulated living wage to understand whether the wage is sufficient to support the local standard of living, and if it can maintain the well-being of workers in the entire engineering industry chain.



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