

JYOTI STRUCTURES LIMITED

REMUNERATION POLICY

At JSL, we offer competitive remuneration packages including salary, benefits, and perks, to attract and retain talent. Our benefits include:

1. **Provident Fund (PF):** Employees can contribute a portion of their salary to a government-managed fund, with JSL matching their contribution.
2. **Employee State Insurance (ESI):** This is a social security scheme that provides medical benefits such as healthcare and insurance coverage to employees and their dependents. We contribute to the ESI program for eligible employees.
3. **Medical Insurance:** We provide coverage for employees and their immediate family members, supporting the healthcare needs of the employees and reducing their medical expenses.
4. **Leave Policy:** Employees are entitled to various types of leaves including earned leave, casual leave, sick leave, and maternity leave, as mandated by the labour law.
5. **Employee Stock Options (ESOPs):** Eligible employees have the opportunity to own company shares through the ESOP program.
6. **Training and Development:** Employees get access to workshops, seminars, mentors, and educational assignments to provide constant opportunities for growth.