

## ORGANIZATIONAL PERFORMANCE LINKED INCENTIVE POLICY

1. **Objective** - The policy aims to establish guidelines related to Organizational performance-based incentives provided the organization achieves its Annual Operating Plan.
2. **Applicability** - This policy is applicable to all employees of the company and its subsidiaries associated.
3. **Policy Guidelines** – The percentage of OPLI will be basis on the grades of the employee. The said incentive will accrue in a financial year based on the performance of the previous FY and shall be disbursed to those employees who continue till 30<sup>th</sup> September.

| Level      | Grade      | OPLI % |
|------------|------------|--------|
| L6         | M13        | 12%    |
| L4, L5     | M07 to M12 | 10%    |
| L1, L2, L3 | E1 to M06  | 8%     |

#### 4. Guiding Rules

- i. PLI will be determined by the success of the organization in achieving its yearly goals.
- ii. PLI amount depends on the grade of the employee.
- iii. At the time of PLI disbursement, the employee should be in active service in Jaipur Rugs and he/she should be a confirmed employee. The employees who are serving the notice period and those who have left the organization will not be eligible for the same.
- iv. Employee serving or under the Performance Improvement Plan (PIP) during the disbursement will not be eligible.
- v. For PLI calculation, Part A (of CTC break up) + Reimbursement (if any) will be included. Rest other components of CTC will not be included (Bonus, Gratuity, Loyalty, etc.)
- vi. For PLI calculation, the initial three months of employment period will not be counted. Ex. If someone has completed 10 months of employment period than 7-month OPLI will be counted.
- vii. Those employees who are getting Incentives would not be eligible for OPLI.
- viii. Payout period for Performance linked Incentive will be once in a year, as per the management discretion, mostly on Deepawali.
- ix. In case of any discrepancy, the management decision shall be treated as the final one.