



We Make You A Global Citizen

Our Commitment to the Real Living Wage

Glopass Study Abroad is a trading name of SPRS Consulting India Pvt Ltd

Policy Statement

SPRS Consulting India Pvt Ltd is committed to paying a fair wage that reflects the true cost of living. We proudly commit to paying all our employees, regardless of location, at or above the Real Living Wage for their specific country. This is a reflection of our core values and our commitment to our employees' well-being.

Scope

This policy applies to all direct employees of SPRS Consulting India Pvt Ltd regardless of their contract type (full-time, part-time, temporary). We also aim to extend this principle to our contractors and key suppliers.

Calculation Method

The Real Living Wage for each country will be determined by referencing the most recent data from the official, independent, and government-recognized Living Wage organization for that region.

- **For the UK:** We will use the rates published by the Living Wage Foundation.
- **For other countries:** We will use the most credible and widely accepted living wage standard for that country, such as the [MIT Living Wage Calculator for US] or other accepted models.

Review and Updates

The Real Living Wage rates will be formally reviewed and adjusted annually to reflect the latest official calculations. Any changes will be implemented in January of each year.

Communication

This policy will be communicated to all employees and new hires as part of their onboarding. The current Real Living Wage rates applicable to each location will be clearly documented and accessible to all staff.

GloPass- Study Abroad is trading name of SPRS Consulting India Private Ltd

No 22, Bypass Road, Near Jeyasakthi Hotel, Kalavasal, Madurai, Tamil Nadu-625016,

HO: 126, Wheatfield Drive, Bradley Stoke, BS32 9DD, Bristol, United Kingdom: USA:1216, Miccosukee Road, Tallahassee, Florida 32308

T: +91 76677 11335 M: +44 7961 572 520 E: support@glopass.in W: https://.glopass.in

Company registered in India. CIN: U70200TN2025PTC176567



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Review:

This policy will be reviewed and updated periodically to ensure its effectiveness.

Date: 14/02/2025

A handwritten signature in black ink, appearing to read "KTHM".

Signature:

Thangam Karthick



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