OUR VALUES IN PRACTICE

Fair Pay and *Wage Integrity*

Pay practices that withstand scrutiny



Fair pay is proven through discipline, not declarations. **Transparency. Accuracy. Compliance. Trust.** When wage structures, overtime logic, payslips, and statutory dues line up with real attendance and production, the records match practice, and trust holds inside the workplace, with buyers, and under audit.

TRANSPARENCY	ACCURACY	COMPLIANCE	TRUST

When pay can be traced from the hour worked to the rupee paid, fairness stops being a claim and becomes a record.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
www.quantumsystems.in

01 WHAT THIS VALUE MEANS TO US

Pay you can follow and verify

For us, fair pay and wage integrity are about evidence, not assurances. They mean wage structures that are clear, attendance that is recorded accurately, overtime that is calculated transparently, and payslips that a person can actually understand.

They also mean lawful and explainable deductions, payment on time, statutory and social security obligations met without fail, and records that reconcile with what really happened. When pay is traceable from the hour worked to the amount received, trust follows naturally.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Records that earn confidence

Dignity and trust at work

Correct, timely pay is one of the clearest signals of respect an employer can give. When people trust that their wages are right and on time, the workplace is calmer, fairer, and easier to commit to over the long term.

Credibility under audit

In social compliance and ESG reviews, wages are examined closely. Clean, reconciled records stand up to buyer audits and stakeholder scrutiny, turning a common area of risk into a point of confidence.

PAY INTEGRITY FLOW



Pay practices that withstand scrutiny

Fair pay is not what is promised. It is what the records show when someone takes the time to check, line by line, from attendance to payment.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Clear wage structures
How pay is built up is defined and consistent, so wages can be understood and checked at any time.

Reliable attendance
Working hours and attendance are captured accurately, because every wage starts from a true record.

Transparent overtime
Overtime is calculated on a clear, lawful basis that anyone can follow and verify against the hours.

Understandable payslips
Payslips set out earnings and deductions plainly, so people can see exactly how their pay was reached.

Lawful deductions
Deductions are limited to what the law allows and can each be explained, with nothing hidden or unclear.

Timely payment
Wages and statutory dues are paid on time, with social security obligations met as a matter of discipline.

Records match practice
Pay records are reconciled against real attendance and production, so what is recorded reflects reality.

Audit ready evidence
Exceptions and corrections are reviewed and documented, leaving a clean trail that holds up to scrutiny.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Record time honestly, read their payslips, and raise any pay question early, knowing it will be looked into.

HR and payroll teams
Keep wage rules clear, calculations accurate, payments timely, and every record reconciled and traceable.

Our leadership
Define responsibilities, resource payroll properly, and treat wage integrity as a standard, not a target.

Partners and clients
Uphold the same wage discipline in their own operations and respect lawful, transparent pay in shared work.

05 GOVERNANCE AND ACCOUNTABILITY

Wage integrity becomes credible only when it is supported. We hold ourselves to defined responsibilities, controlled records, regular review and reconciliation, clear escalation pathways, prompt corrective action, and continuous improvement. Where something is wrong, we correct it and explain it.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to pay practices that are accurate, lawful, and fully traceable. We will keep our wage records clear, our payments timely, and our evidence ready, so that fairness can be seen in the numbers.

Quantum Systems Management Pvt. Ltd.