



Policy on Local Wages

1. Commitment

ACME Voyages is fully committed to fair remuneration and ethical labor practices. All company staff, including office employees, guides, tour leaders, and drivers, are compensated in compliance with:

- **The Minimum Wages Act, 1948 (Government of India)**
- **State-level minimum wage notifications applicable to tourism and hospitality sector employees**

The company also strives to ensure that wages move progressively toward a "living wage" — meaning an income that allows staff and their families to meet basic needs such as food, rent, healthcare, transportation, and schooling, beyond the legal minimum.

2. Minimum Wage Compliance

The minimum wage in India varies by state and category of work. For example (as per 2024 government notifications):

- **Delhi / NCR region: ₹17,494 per month for skilled workers**
- **Rajasthan region: ₹10,500 - ₹11,500 per month for skilled workers**
- **Kerala region: ₹13,000 - ₹14,000 per month for skilled workers**

👉 **ACME Voyages pays above the respective state minimum wage in all regions of operation.**

3. Living Wage Comparison

The living wage (as defined by Global Living Wage Coalition and WageIndicator Foundation) for most Indian cities in 2024-2025 is around:

- ₹18,000-₹22,000 per month depending on cost of living.

ACME Voyages aims to ensure that permanent and long-term contracted staff earn close to or above this level, and that seasonal guides earn the equivalent of a living wage through fair per-day rates and regular assignments.

4. Current Wage Practice (for transparency)

Category	Basis of Payment	Lowest Paid (in ₹)	Average Paid (in ₹)	Comment
Tour Guides (Freelance)	₹2,000 - ₹3,000 per day	₹2,000	₹2,500 - ₹2,800	Includes transport/meal allowance where required
Tour Leaders (Full-time / seasonal)	Monthly	₹20,000	₹25,000 - ₹30,000	Includes mobile allowance & insurance
Drivers (Contracted)	Monthly or per-trip	₹18,000	₹22,000 - ₹25,000	Includes overtime & night halt allowances
Office Staff (Admin/Operations)	Monthly	₹18,000	₹25,000 - ₹35,000	As per Delhi NCR minimum wage plus increment

All daily-based staff (guides, drivers, tour leaders) earn above the state minimum wage equivalent and close to or above the living wage threshold, depending on assignment volume.

5. Overtime and Extra Benefits

- Staff receive additional allowances for night halts, long-distance transfers, or extended hours.
- Meals and accommodation are provided during tours outside home base.
- Annual increments are given based on performance and experience.
- Accident and health insurance is included for all on-duty staff.

6. Monitoring and Review

- The company reviews wage levels annually against inflation, government updates, and cost-of-living data.
- Wage compliance is verified through pay slips, contracts, and independent audits where applicable.
- Feedback is encouraged from staff during review meetings to ensure fairness and adequacy of wages.

7. Conclusion

ACME Voyages guarantees that no staff or local service provider earns below the legal minimum wage in India.

In most cases, the actual earnings are 20-60% higher than the minimum, approaching or exceeding the living wage standard in many regions.

This approach ensures that all those representing the company — from local guides to drivers — are fairly compensated, motivated, and able to maintain a decent standard of living, in alignment with the company's responsible and sustainable tourism commitment.