

THE PLACE TO BE



LIVING WAGE METHODOLOGY

CENTARA **RESERVE**

THE
CENTARA
COLLECTION

CENTARA
GRAND

CENTARA

CENTARA
LIFE

COSI

CENTARA
HOTELS & RESORTS

LIVING WAGE METHODOLOGY

Our Commitment

The Centara Hotels and Resorts living wage methodology ensures that employees receive compensation that covers their cost of living. This methodology includes a base salary and additional financial support and welfare benefits such as housing allowance, transportation allowance, mobile allowance, medical and dental expenses, group insurance, canteen meals, spa and fitness access, and other privilege benefits

Living Wage Methodology

The company recognized the importance of a fair living wage and paid to ensure coverage of workers' and their families' basic needs. Therefore, the methodology aims to evaluate the differences between the wages our employees earn and the wages that would constitute a living wage. It has also assessed the living wage standards established by reputable third-party organisations, namely the Global Living Wage Coalition and Wage Indicator. Ensured that the assessment encompassed all employees working in all areas of business operations.

	Thailand	Dubai	Maldives	Japan (Osaka) with Rental
Methodology	Reference Value Global Living Wage	Livingcost.org		
Living Wage Reference Value*	14,324 THB	11,572 AED	13,720 MVR	267,360 JPY
Average paid day per month	26.08	26.08	26.08	26.08
Wage pay per hour (USD)	2.04	14.98	4.27	8.98

*Source TH & VN: <https://www.globallivingwage.org>
*Source Dubai: [Cost of Living & Prices in Dubai: rent, food, transport](#)
*Source Maldives: [Cost of Living in Maldives: prices in 2 cities compared](#)
*Source Japan: [Osaka: Cost of Living, Salaries, Prices for Rent & food](#)

Challenge and approach

We acknowledge the challenges inherent in achieving living wages across our global operations, given the diversity in workforce size, geographical distribution, and varying local economic and political contexts. Nevertheless, we are taking proactive steps to address these challenges, which include:

- Conducting regular wage assessments to monitor alignment with living wage benchmarks.
- Identifying key areas where wage adjustments may be needed to meet living wage standards.
- Engaging with stakeholders, including employees and local communities, to understand their needs and ensure fair and equitable compensation practices.
- Through these actions, we aim to continuously improve our practices and close any identified gaps, reinforcing our commitment to upholding fair living wages for all our employees.