**POLICY FRAMEWORK FOR HARDSHIP/REMOTE LOCATION ALLOWANCE**

**VEDANTA LIMITED**

**Eligibility:**

This policy is applicable only to staff (including trainees and probationers) who are based out of the below mentioned locations. Employees will be eligible to receive this benefit only while they are posted at such remote locations. In the event of employee moving out of such location he/she will not be entitled to receive the same. This is strictly a location attached benefit.

Note:

* Employees are eligible for hardship allowance from date of physical joining at the above mentioned locations.
* Employee on deputation are eligible to receive the benefit.
* All above benefits are subject to income tax rules.
* The hardship allowance is subject to discontinuation should the location not been termed as a remote location in the future
* Management reserves the right to modify/ withdraw/ cancel the scheme at any point of time.

**Hardship Allowance Matrix ( Location wise):**

|  |  |
| --- | --- |
| **Locations** | **Hardship Allowance amount (Monthly)** |
| **Sesa Met Coke Gujarat both locations - Bhachau and Khambaliya** | **M2- Rs 9000 M3- M4-Rs 8000 M5-Rs 7000 M6-M7-Rs 6500 M8-M9-Rs 6000** |
| **Sesa Coke Vazare (dedicatedly working for SesaCoke Vazare)** |
| **Iron Ore Karnataka Mines location** |
| **ESL Mining Locations** |