



LIVING WAGE
CERTIFIED

LIVING WAGE CERTIFICATE

The Fair Wage Network guarantees that all employees of the company **Bel Group** are paid at or above the Living Wage threshold as defined by Fair Wage Network.

Therefore, **Bel Group** can be qualified as a 'Living Wage Employer' and it is confirmed that:

Bel Group

has obtained the

LIVING WAGE CERTIFICATION

for a period of two years, from 30th January 2026 to 30th January 2028 (certificate No 2026-06).
A new Living Wage Gap analysis will have to be done after two years.

Done in Geneva, on 30th January 2026,

A handwritten signature in blue ink, appearing to be 'S. J.', written over a dotted line.

Signature of the Chair
Fair Wage Network