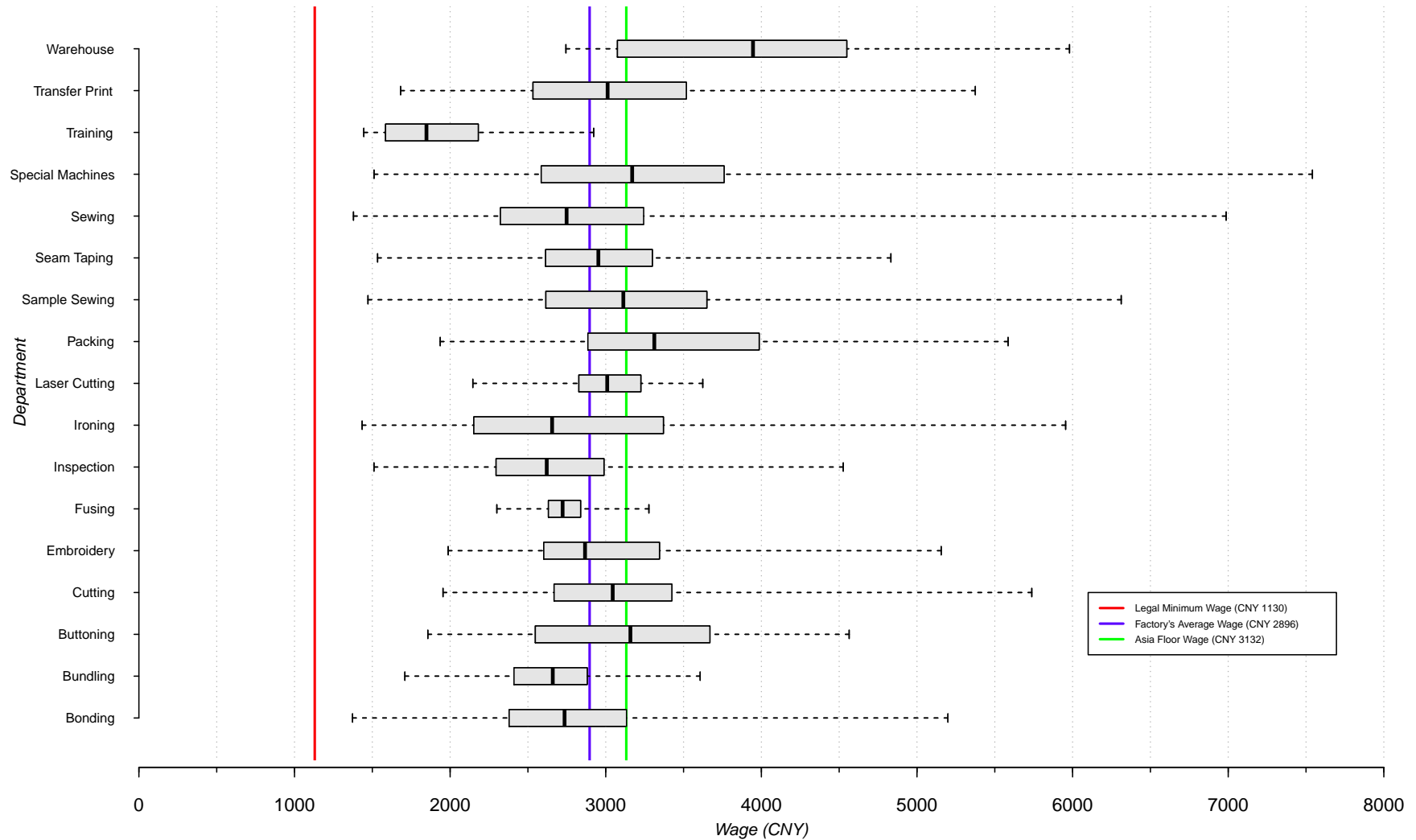




## Wage Distribution at KTC Limited (2014)

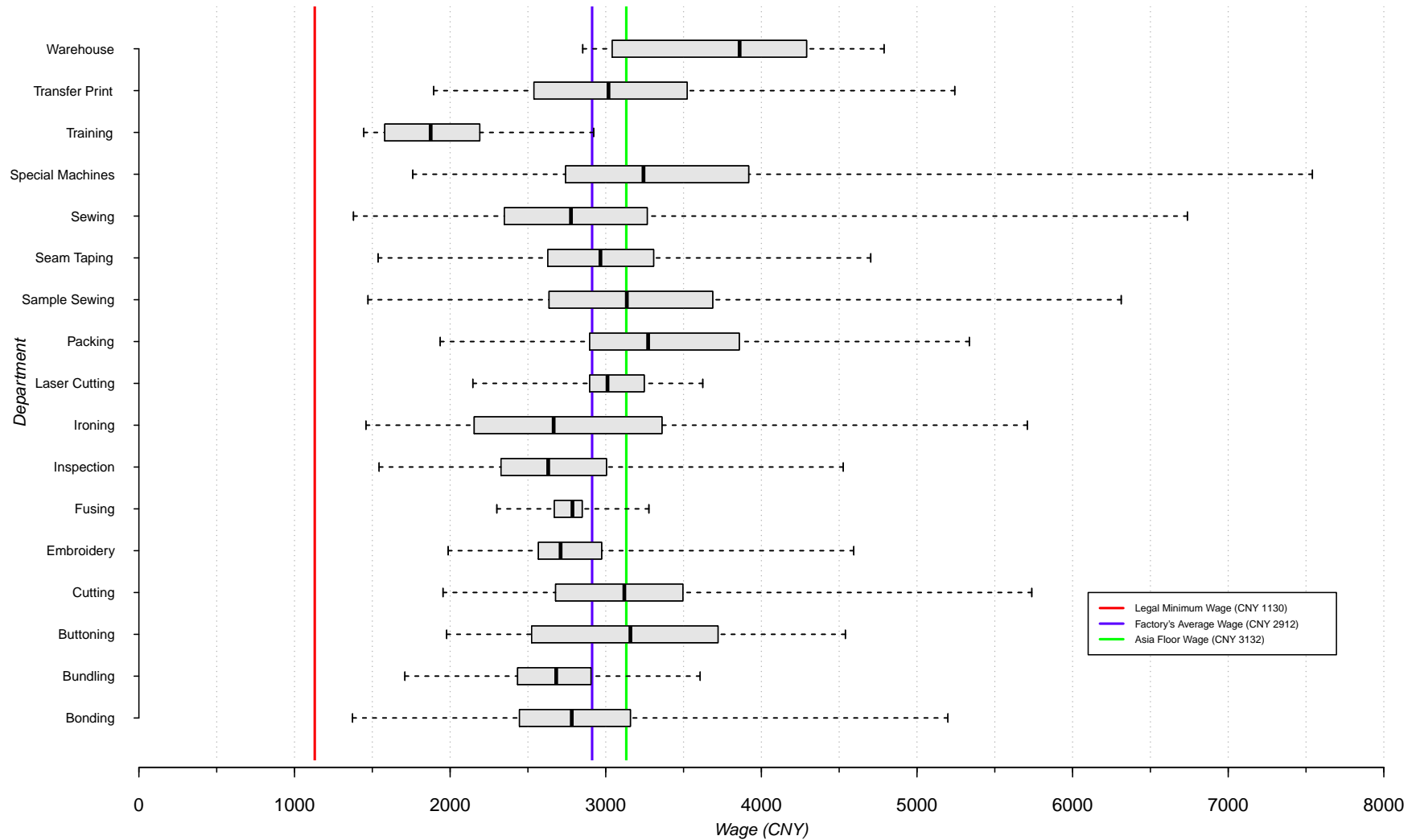


Wages of all piece rate workers with full attendance (40 hour working week; excluding overtime; including meal allowance).

Note: In January and February 2014 the factory was closed for Chinese New Year holiday, causing wages to be below normal levels. For wage distribution excluding January and February data see next graph.



## Wage Distribution at KTC Limited (2014)



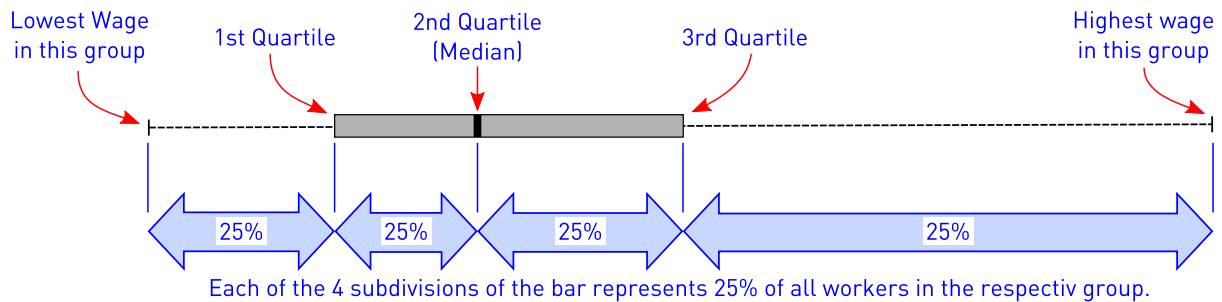
Wages of all piece rate workers with full attendance (40 hour working week; excluding overtime; including meal allowance).

Note: In January and February 2014 the factory was closed for Chinese New Year holiday; data from January and February 2014 is excluded from this graph.



## How to read this graph

The below example shows the most important information to be read from a box-and-whiskers plot for our purpose.



### Lowest and highest wage

The starting point of the bar represents the lowest wage and the ending point represents the highest wage occurring in the respective group.

### Wage distribution within the group

The first, second and third quartiles divide the whole population of the group into equal parts: given the case that there are 1,000 workers in one department, each of the four subdivisions represents 250 of these workers. This division allows to read how many workers in the group earn in the low, middle and high levels and how big the range of each income group is at first glance.

### Median wage

The division into four equal groups means that the second quartile represents the median wage of the whole group, meaning 50% of the workers earn below this level and 50% of the workers earn above this level.

### Notes

As the wage to cover basic needs should be earned during a normal working week, the wages used in this graph do not include any overtime. All piece rate workers' wages with full attendance for a 40 hours working week are included. Benefits like the food allowance are considered for this calculation.