



## Working Hours, Rest Time & Workload Management Policy Statement Oman Digital Solutions

Oman Digital Solutions is committed to fair and responsible compensation practices across its operations. The company ensures that all employees receive remuneration that complies with applicable national labor laws and regulatory wage requirements.

As part of its commitment to employee well-being and responsible business practices, Oman Digital Solutions aims to align its compensation structure, where feasible, with recognized living wage principles. This means striving to provide wages that support a decent standard of living for employees and their families, considering basic needs such as food, housing, healthcare, and education.

The company reviews its compensation practices periodically to ensure fairness, competitiveness, and alignment with market conditions and evolving best practices.

This commitment reflects Oman Digital Solutions' dedication to ethical employment practices, employee welfare, and sustainable business growth.

Founder  
Amir Rizvandi