

# A Living Wage Guidance of FTG

## 复星旅游文化集团生活工资指引

### What is a living wage or living income?

A living wage is the remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family.

A living income is the net annual income required for a household in a particular place to afford a decent standard of living for all members of that household.

Elements of a decent standard of living include food, water, housing, education, healthcare, transportation, clothing and other essential needs including provision for unexpected events.

The concept of a living wage applies to hired workers (eg. in factories) or merchandisers who help sell products. A living income is applied in the context of any income earner.

什么是生活工资或生活收入？

最低生活工资是指员工在某一特定地点每标准工作周所获得的足以使其本人及其家人过上体面生活水平的报酬。

生活收入是指某一特定地区的一个家庭为该家庭所有成员提供体面生活水平所需的年收入净额。

体面生活标准的要素包括食物、水、住房、教育、保健、交通、衣服和其他基本需要，包括应对突发事件的准备。

最低生活工资的概念适用于雇佣工人(如在工厂)或帮助销售产品的商人。生活收入适用于任何赚取收入的人。

Workers deserve a living wage – and fair pay brings benefits for families, communities and our business. We want to raise living standards by ensuring everyone who directly provides goods and services to Fosun Tourism Group earns a living wage or income.

员工应该得到维持生活的工资，公平的工资为家庭、社区和我们的企业带来好处。我们希望通过确保每个直接向复星旅文集团提供商品和服务的人都能获得维持生计的工资或收入，来提高生活水平。

Building on our commitment to pay a living wage in our own business, in 2021 we set a groundbreaking new goal that's part of our strategic development at Fosun Tourism Group. We are committed to continuously improving the wages of our employees and matching the living wage to improve the lives of our employees and their families.

基于我们为自己的业务支付最低生活工资的承诺，我们在 2021 年制定了一个开创性的新目标，这是我们复星旅文集团战略发展的一部分。我们致力于不断提高员工的工资水平，向生活工资对标，改善员工和家人的生活。

We know that economic growth is only inclusive and sustainable when workers receive fair wages. And that our business flourishes when those around us are doing well. Making sure that workers earn a living wage helps support economies and fosters growth. And it's simply the right thing to do for a business that is founded on respect for human rights. So we're advocating living wages through many platforms and building alliances to create momentum for the change we want to see.

我们知道，只有在员工获得公平工资的情况下，经济增长才具有包容性和可持续性。当我们周围的人过得好时，我们的企业才会兴旺。对于一个建立在尊重人权基础上的企业来说，正确的做法是确保员工获得基本生活工资，这也有助于促进和支持经济增长。因此，我们正在通过许多平台倡导最低生活工资，并建立联盟，为我们希望看到的变化创造动力。