

Standard #:
PP/EBP/01

Revision #
01

Effective date:
1 April 2025

Supersedes Standard
#: **PP/EBP/01/00**

To be revised no
later than 1
April 2028

Employee Benefits Policy

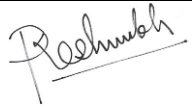
Our employees are the key to our success and our benefits program play a vital role in demonstrating our commitment to our employees. It is specifically designed to attract, energize, reward and retain talented people who will produce superior results and enhance our market position.

Coverage for most of the benefits is effective from the date of hire with no waiting period.

1. Pension Fund and Gratuity
2. Exgratia and yearly incentive scheme [PLVA]
3. Employee referral scheme
4. Yearly Medical benefit
5. Personal Accident & Hospitalization Policy
6. Medclaim Policy
 - 6.1 Short Term Disability
 - 6.2 Long Term Disability
7. Free Medical checkup scheme
8. Vacation and Holidays
9. Sick Leave
10. Flexi-Time
11. Recreation
12. Cooperative society

Revision History:

Sr. No	Title of Policy	Earlier Issue No.	Earlier Effective date	Current Issue No.	Current Effective Date	Reason for change	Approving authority
01	Employee Benefits Policy	00	01.04.2005	01	01.04.2025	Effective date and revision number added	Chairman & MD

Prepared By	Reviewed By	Approved By
 Pratik Deshmukh Manager, C&B	 Shivalika Raje Head, People Practices	 Rajesh Rathi Chairman & MD