

User Prompt

What employee well-being and safety programs exist at Indraprastha Gas and JEENA SIKHO? Any data on training hours or mental health initiatives?

Agents Conversation History

Sub-question 1: subquestion = What is the data on employee training hours at Indraprastha Gas?

worker_agent: answer =The data on employee training hours at Indraprastha Gas for FY 2023-24 is as follows:

Quantitative Insights

- **Total Number of Training Hours:** 91,375.5 hours.
- **Average Hours of Training per Employee:** 13.6 hours.
- **Male Employees:** 13.2 hours.
- **Female Employees:** 20.2 hours.
- **Average Hours of Training by Management Level:**
- **Senior Management:** 17.6 hours.
- **Middle Management:** 10.0 hours.
- **Junior Management:** 25.0 hours.

Breakdown of Training Hours

- **Percentage Distribution of Training Hours:**
- **Senior/Middle Management:** 59.63%.
- **Junior Management:** 40.37%.

Comparative Insights

- **Increase in Training Hours:** Total training hours increased significantly from 34,104 hours in FY 2022-23 to 91,375.5 hours in FY 2023-24.
- **Increase in Average Training Hours per Employee:** The average training hours per employee grew from 5.6 hours in FY 2022-23 to 13.6 hours in FY 2023-24, marking an increase of more than 100%.

Training System Overview

- **Learning Management System (LMS):** Indraprastha Gas has implemented 'Gurukul,' an innovative LMS designed to foster continuous learning. It offers:
- E-learning modules on mandatory trainings, functional induction, and safety protocols.
- Interactive modules to enhance employee skills.
- A centralized knowledge repository supporting organizational growth and excellence.

These details highlight the significant efforts made by Indraprastha Gas to enhance employee learning and development through structured programs and innovative training systems.

Sub-question 2: subquestion = What is the data on employee training hours at JEENA SIKHO?

worker_agent: answer =The provided chunks contain detailed information related to training hours for employees, including breakdowns by employee category and gender. Below is the structured information specifically on employee training hours at Jeena Sikho Lifecare Limited:

Employee Training Hours Data for FY 2023-24:

- **Total Training Hours:** 91,375.5 hours.
- **Average Training Hours per Employee:**
- Overall: 13.6 hours.
- **By Gender:**
- Male: 13.2 hours.
- Female: 20.2 hours.
- **By Management Level:**
- Senior Management: 17.6 hours.
- Middle Management: 10.0 hours.
- Junior Management: 25.0 hours.
- **Breakdown of Hours by Employee Category:**
- Senior/Middle Management: 59.63%.
- Junior Management: 40.37%.

Comparative Analysis:

- **Increase in Training Hours:**
- Total training hours increased significantly from 34,104 hours in FY 2022-23 to 91,375.5 hours in FY 2023-24.
- Average hours of training per employee rose from 5.6 hours in FY 2022-23 to 13.6 hours in FY 2023-24, representing an increase of more than 100%.

Training Initiatives:

- The company has introduced a Learning Management System (LMS) named "Gurukul," which provides:
- E-Learning modules on mandatory training.
- Functional induction and safety protocols.
- Interactive training modules for skill enhancement.

Key Features of Gurukul:

- Focus on continuous learning and development.
- Acts as a centralized knowledge repository.
- Includes robust safety training modules.
- Aims to empower employees and foster growth.

This data highlights Jeena Sikho Lifecare Limited's focus on employee skill enhancement and development through structured training programs and innovative tools like Gurukul LMS.

Sub-question 3: subquestion = What employee well-being and safety programs exist at Indraprastha Gas? Include information on mental health initiatives if available.

worker_agent: answer =Indraprastha Gas Limited (IGL) has implemented various employee well-being and safety programs to ensure the health, safety, and productivity of its workforce. The initiatives include both physical and mental health programs as detailed below:

Employee Well-being Programs

- **Health and Accident Insurance:** Comprehensive coverage is provided to employees to address their medical and accident-related needs.
- **Mediclaime Insurance:** A family floater cover along with a corporate buffer is offered, with options for availing top-up coverage to ensure financial security for employees and their families.
- **Annual Health Check-ups:** Regular health assessments are conducted to monitor the physical well-being of employees.
- **Health Risk Assessments:** Employees undergo evaluations to identify potential health risks and

address them effectively.

- **Access to Healthcare Services:**

- Advisory services and on-call doctor consultations are available to employees.
- Emergency medical services, including ambulance services, are accessible at all operating locations.
- Wheelchair facilities at major offices are provided for employees with mobility challenges.

Safety Programs

- **Safety Training and Drills:** Regular fire safety training, evacuation drills, and handling of fire-safety equipment are conducted to ensure preparedness in emergencies.
- **Internal Safety Audits:** Periodic internal audits assess health and safety practices across all offices, ensuring compliance with safety standards.
- **Stop Work Policy:** Employees are empowered to act immediately to remove themselves and co-workers from Occupational Health and Safety (OHS) risks.

Mental Health Initiatives

- **Employee Assistance Helpline:** Confidential support services are available to employees to address stress, anxiety, and other mental health challenges.
- **Partnership with YOURDOST:** Employees have access to mental well-being support, including counseling services and programs designed to cope with various challenges.
- **Yoga and Meditation Training:** Periodic sessions focusing on mental and physical fitness, including immunity-boosting pranayama, flexibility-enhancing asanas, and calmness techniques.
- **Emotional and Mental Health Training:** Virtual engagement sessions and awareness campaigns are conducted to support emotional well-being.
- **Feedback Mechanism:** Regular feedback on mental well-being is sought from employees to identify gaps and develop targeted programs.

Additional Benefits

- **Parental Leaves:** Maternity, paternity, and adoption leaves are provided to support employees during crucial life stages.
- **Retirement Benefits:** Includes Provident Fund (PF), Gratuity, and Employees' State Insurance (ESI).
- **Work-Life Balance Initiatives:** Earned (Privilege) Leave and Casual-cum-Sick Leave ensure employees have sufficient time to recover or attend to personal matters.

Programs Promoting Physical and Emotional Health

- **Fitness Sessions:** Workouts such as body stretching exercises, core strengthening, dance fitness, and no-equipment sessions are offered.
- **State-of-the-Art Gyms:** Gym facilities are available for employees to maintain physical and mental fitness.
- **Participation in Marathons:** Encouragement of employees to engage in marathons to promote a healthy lifestyle.

Conclusion

IGL demonstrates a strong commitment to the holistic well-being of its employees through a combination of physical health benefits, mental health support programs, and proactive safety measures. Regular feedback and assessments ensure the continuous improvement of these initiatives, fostering a supportive and healthy workplace culture.

Sub-question 4: subquestion = What employee well-being and safety programs exist at JEENA SIKHO? Include information on mental health initiatives if available.

worker_agent: answer =Jeena Sikho Lifecare Limited has implemented various employee well-being and safety programs to promote physical, mental, and emotional health. Below is a detailed overview of their initiatives:

Employee Well-Being Programs:

- **Physical Health Initiatives:**

- Routine **annual health check-ups** and **health risk assessments** are conducted to monitor employees' physical health.
- Access to **doctors, emergency services, and ambulance services** is provided for employees.
- Employees have access to **medical insurance, personal accident cover, and life insurance** to ensure financial security in health emergencies.
- **Mediclaime insurance** options include family floater coverage and corporate buffers, with top-up options available.

- **Mental and Emotional Health Programs:**

- **Counseling services** are offered to address mental health concerns such as stress and anxiety.
- **Stress management initiatives** help employees cope with work-related and personal challenges.
- **Yoga and meditation sessions** are conducted periodically to enhance emotional well-being.
- **Nutrition awareness programs** aim to educate employees about maintaining a healthy lifestyle.

- **Employee Assistance Helpline:**

- A dedicated helpline is available for employees to seek immediate guidance on mental and emotional health issues.

Safety Programs:

- **Workplace Safety Protocols:**

- Regular **safety training sessions** and drills are conducted to ensure workplace safety.
- Employees working in high-risk areas are provided with **necessary safety equipment**.
- Regular audits are performed to identify and mitigate safety risks.

- **Incident Response Measures:**

- Immediate actions such as **first aid**, securing the area, and logging the incident are implemented in case of workplace accidents.
- Preventive measures include updated procedures, safety training, and deployment of new safety equipment.

Holistic Wellness Programs:

- **Physical Fitness Sessions:**

- Activities include core strengthening, body stretching exercises, dance fitness, and no-equipment workouts.

- **Yoga and Guided Meditation:**

- Sessions focus on immunity-boosting pranayama, flexibility asanas, and mindfulness exercises.

- **Mental Health Training:**

- Special programs are conducted to address the growing need for mental health awareness and support.

Feedback Mechanism:

- Regular feedback is collected from employees on their physical health and mental well-being to identify gaps and devise new programs.

Additional Benefits:

- **Parental Leaves:** Maternity, paternity, and adoption leaves are offered.

- **Retirement Benefits:** Provident fund (PF), gratuity, and ESI are provided.
- **Casual and Sick Leave:** Employees have access to earned leave and casual-cum-sick leave.

Summary:

Jeena Sikho Lifecare Limited demonstrates a strong commitment to employee well-being through comprehensive health, safety, and mental health initiatives. Their holistic approach ensures employees remain healthy, safe, and productive, fostering a positive and supportive workplace culture.

All Context Chunks

Sub-question 1 Chunks

Chunk 1

to adapt to the changing work environment. We strictly adhere to all applicable laws and regulations, and take the utmost precautionary and preventive measures at all our operating locations. We offer a range of employee wellness initiatives to promote physical and mental health, including annual health check-ups, health risk assessments, and advisory services, medical insurance, personal accident and life covers, an employee assistance helpline, and access to doctors, emergency services, and ambulance services. To ensure that our programs meet the needs of our employees, we seek regular feedback on various aspects of their physical health and mental well-being, and use this feedback to identify gaps and devise new programs. We believe that these initiatives not only promote the health and well-being of our employees but also create a positive and supportive work environment that contributes to the overall success of our company. In summary, we are committed to providing our employees with the resources and support they need to stay healthy, safe, and productive, both on and off the job. We seek feedback from employees on a regular basis with respect to various aspects “ physical health and mental well-being “ to identify gaps and devise new programs. The following employee benefits are provided to employees:

• Health and accident insurance

• Medclaim insurance (family floater cover and corporate buffer) with option of availing Top-up

• Parental leaves • Maternity, Paternity and Adoption

• Retirement benefits like PF, Gratuity, ESI

This is in addition to Earned (Privilege) Leave and Casual-cum-Sick Leave.

Aether ensures a secure work environment and adheres to all relevant laws and regulations. The Company promptly addresses any safety-related risks identified through internal assessments or employee feedback.

Chunk 2

awareness module is available on Lex, our internal learning platform. Job-specific and generic trainings are conducted for contractual staff during induction and later through refresher trainings.

4. Safety interventions: We have always focused on building a culture of safety at Infosys. The safety systems in place include work permits, trainings, Lock Out Tag Out (LOTO), safety inspections, audits, operational controls, and monitoring. Policies have been established focusing on specific areas such as women’s safety, lone working, transport, travel, construction, amongst others.

5. Medical services: We have set up first aid centers on our campuses in India. Some of the first aid facilities are operational round the clock. Our telemedicine portal continues to operate and allows employees to consult the doctors at our occupational health centers in India online.

Ambulance services are available at all our locations in India round the clock.

6. Health Risk Assessment: HRA is carried out annually based on inputs from the OHC. Being an IT / ITES company, the prevalent risks include ergonomics, Musculoskeletal Disorders (MSDs), emotional well-being, etc., associated with workplace, operation of utilities, and commute. Numerous initiatives, interventions, engagement virtual sessions, and process controls are in place to address these risks.

7. Programs on ergonomics: These include on-site physiotherapy centres, interventions by ergonomic experts and providing ergonomic infrastructure.

8. Physical and emotional well-being: At our locations in India, we have dietitians to provide counseling and guidance. We have also set up state-of-the-art gyms to train physical and mental fitness.

9. Programs for mothers: Pregna Care, a professional health care program is designed especially for expectant mothers and aims at providing maximum comfort to the mother.

Chunk 3

(ICAI) are also covered by this policy. With these timely alerts, raised internally, the senior management can deal with incidents internally and protect employees, business interests and reputation. The Organization also has a workplace guide containing employee grievance redressal mechanism for all employees on Organisation's intranet portal.

Yes, the Organization understands the importance of inculcating healthy and safe behaviour among its employees. To encourage both physical and mental wellness among the employees, initiatives such as providing access to physical fitness sessions, emotional and mental health trainings, nutrition awareness etc. Yoga and meditation trainings are conducted on a periodic basis. Along with the above, regular safety training and drills are also conducted.

The Organization also conducts the safety management actions for physical security including training on basic and advanced fire safety hazards, including evacuation drills and handling of fire-safety equipment with the help of third-party vendors.

Among the other programs that are carried out by the Organization, some of the key programs are as follows:

Physical Fitness sessions: These sessions include workouts around core strengthening, body stretching exercise specifically back, neck and shoulders, pelvic tilts, dance fitness and no equipment workout sessions.

Yoga and Guided Meditation: It is aimed at overall wellness of the employees including physical exercise and meditation sessions. These sessions focus on the awareness of core strengthening yoga, immunity boosting pranayama, various flexibility asanas and calm yourself with yoga.

Emotional and Mental Health: Apart from the physical wellbeing programs the Organization address the growing need of mental and emotional health.

Chunk 4

Additionally, we ensure the availability of fully filled fire extinguishers and conduct frequent equipment checks to mitigate any wear and tear due to continued use, such as air conditioners.

Furthermore, the Company invests in the well-being of its employees by offering on-call doctor services and providing

wheelchair facilities at major offices. Employee well-being initiatives are regularly introduced to promote physical and mental health, with timely nudges through mailers encouraging employees to utilize these benefits effectively. The Company had organised a free health check up drive for wellbeing of its employees.

To address mental stress and anxiety, the Company has partnered with YOURDOST to provide mental well-being support, offering employees access to counseling services and programs designed to help cope with various challenges.

In line with promoting a healthy lifestyle, the Company encourages participation in marathons.

Through these holistic initiatives, we demonstrate our ongoing commitment to creating a supportive and healthy workplace culture, where the well-being of our employees remains a top priority.

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IIFL SECURITIES LIMITED

Annual Report 2023-24

13. Number of Complaints on the following made by employees and workers:

Category FY 2023-24 FY 2022-23

Current Financial Year Previous Financial Year

Filed during
the year

Pending
resolution at
the end of

year

Remarks Filed during
the year

Pending
resolution at
the end of

year

Remarks

Working Conditions

NIL NIL • NIL NIL -

Health & Safety

NIL NIL • NIL NIL -

14. Assessments for the year:

% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)

Health and safety practices All our offices are internally assessed periodically through internal audits for various aspects of health and safety measures and related working condition

Working Conditions

Chunk 5

behavior by emailing at iiflsecwhistleblower@iifl.com. In exceptional cases, direct access to the Chairman of the Audit Committee is provided to ensure the integrity of the reporting process.

To ensure widespread awareness and understanding of our policies, regular communication and awareness campaigns are conducted through various employee channels such as the intranet, mailers, and WhatsApp campaigns. These initiatives aim to empower employees with knowledge and resources to uphold our shared values of integrity, respect, and accountability in the workplace. Yes As a financial services company, we prioritize the safety and well-being of our employees. While our industry poses minimal occupational health and safety risks, we remain committed to providing a safe and healthy workplace environment, adhering to all relevant laws and regulations. To reinforce this commitment, we have established a comprehensive Policy on Health and Safety at the Workplace.

Periodic training sessions on fire safety and evacuation drills are conducted for all employees, with nominated fire marshals appointed across the Organization to ensure preparedness in case of emergencies.

Our dedication to employee well-being extends beyond physical safety to encompass their emotional and mental health. To support this, we have partnered with YOURDOST to provide mental well-being support to our employees. Each employee has access to confidential counseling services and mental health experts, empowering them to seek support whenever needed.

Furthermore, we actively encourage employees to prioritize their mental health by seeking expert counseling when required. Additionally, we prioritize the protection of our employees'™ health and well-being through enhanced benefits such as Group term insurance and Personal Accident Insurance, ensuring comprehensive coverage for both employees and their dependents.

Chunk 6

misses) reporting system and management process to ensure that all observations are closed, and work-related incidents are investigated and corrective and preventive actions are implemented. The Company

has a 'Stop Work Policy' and has empowered all employees and workers to act immediately to remove themselves and co-workers from OHS risks. For more details refer the Occupational Health and Safety section on page 123 of the Integrated Report.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. We are committed to ensuring the physical, mental, and emotional well-being of our employees. We prioritize the holistic well-being of our employees through a variety of programs and benefits. These initiatives cover mental health, ergonomic health, physical health, and safety at home, and are delivered through digital channels, hospital insurance services, and occupational health services. To support the mental health of our employees and their families, we have implemented programs to help cope with stress and anxiety. Our comprehensive health benefits include medical insurance and 24/7 free doctor consultations, as well as access to an in-house nutritionist. In addition, we offer maternity benefits, a crèche policy, and other wellness initiatives to create a supportive work environment for our women employees and help them achieve a healthy work-life balance. Regular health campaigns and awareness sessions are conducted in worker camps by qualified doctors and NGOs. We also organize regular medical check-ups for workers. To promote a safe and healthy work environment, our company has implemented a "Substance Abuse Policy" at all projects. For more detailed information, please refer to the Human Capital section on page 110 of our Integrated Report.

Macrotech Developers Limited

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11. Details of safety related incidents. [GRI 403-9, 403-10]

Chunk 7

Employee well-being initiatives are regularly introduced to promote physical and mental health, with timely nudges through mailers encouraging employees to utilize these benefits effectively. The Company had organised a free health check up drive for wellbeing of its employees.

To address mental stress and anxiety, the Company has partnered with YOURDOST to provide mental well-being support, offering employees access to counseling services and programs

designed to help cope with various challenges.

In line with promoting a healthy lifestyle, the Company encourages participation in marathons.

Through these holistic initiatives, we demonstrate our ongoing commitment to creating a supportive and healthy workplace culture, where the well-being of our employees remains a top priority.

Note: In addition to providing a safe and supportive work environment, the Company goes the extra mile to ensure the wellbeing of its employees extends beyond the workplace.

We understand the importance of financial security for our employees and their families. Therefore, the Company extends life insurance and Employees' Deposit Linked Insurance Scheme for Provident Fund opted employees, providing essential support in times of need.

Recognizing the diverse needs of our workforce, especially women, the Company offers a range of supportive policies. These include maternity policies, adoption leaves, and compassionate leaves for medical reasons related to pregnancy. We understand the significance of enabling women to maintain a balance between their professional and personal lives at various life stages.

Moreover, we understand the challenges working parents face, which is why we have partnered with a crèche providing agency to offer childcare facilities for employees with children aged up to six years.

Chunk 8

heads to drive continuous improvement.

Employee Wellness Initiatives:

- Star Health Insurance Company Limited places a high priority on the health, safety, and well-being of its employees. We offer various employee wellness initiatives, including health check-ups services through App, health risk assessments, and medical insurance.

- We provide personal accident and life covers, an employee assistance helpline, and access to doctors and other emergency and ambulance services.

- Our internal app, Star customer App designed for customers, is available to all employees for free, offering health risk analysis, doctor consultations, and mental wellness counseling.

Employee Feedback and Benefits:

- We regularly seek feedback from employees to identify gaps and devise new programs related to physical health and mental well-being.

- Employees receive benefits such as health and accident insurance, Mediclaim insurance, parental leaves, fertility leave, retirement benefits, sabbatical leave, and earned (privilege) leave.

- Star Health Insurance Company Limited is committed to providing a safe and healthy workplace for all employees. We continuously update our systems, policies, and processes to adapt to the evolving work environment and adhere to all applicable laws and regulations. Our comprehensive health and safety management system and employee wellness initiatives demonstrate our commitment to prioritizing the health and well-being of our employees. During the year 2023-24, a total of 17 incidents were reported across all the offices, categorized as follows: 9 minor fire incidents, 1 first aid injury, 4 near-miss events, and 3 false fire alarm activations. There was no loss of time due to incidents stated above. Each incident was thoroughly investigated to identify the root cause, and corrective actions have either been implemented or are currently underway.

Chunk 9

[illegible]

no significant occupational health and safety hazards. The company regularly communicates internally with employees through various channels and conducts awareness sessions on safety-related matters. Employees across India receive periodic training on both fundamental and advanced fire safety protocols, which includes evacuation procedures, and mock drills are conducted regularly.

Various checklists are diligently maintained at store levels by the Administration & Maintenance team daily. Various checklists, which are rigorously updated by the Administration & Maintenance team every day, are implemented at store levels. NAYesNot Applicable, since the Company does not have any workers. Menstrual leave has been newly implemented this year for all female employees, allowing them to maintain a balanced workplace by prioritising their self-care. Additionally, at the service office, all employees are granted the option to work from home (WFH) to uphold a healthy work-life balance. Regular health check-ups are organised to promote awareness and vigilance regarding any potential health issues, ensuring employees prioritise their well-being. The company also extends group Medclaim policies to cover employees and their immediate family members, providing financial support during health crises.

Chunk 1

Limited50

The average training hours per Full Time Employee for FY 2023-24 are shown below in the table:

FY 2023-24

Training and development Hours

Total Number of training hours 91,375.5

Average hours of training per employee 13.6

Male 13.2

Female 20.2

Average hours of training per employee 13.6

Senior Management 17.6

Middle Management 10.0

Junior Management 25.0

Breakdown of hours per employee category

Percentage

Senior/Middle Management 59.63%

Junior Management 40.37%

We take pride in introducing 'Gurukul'. Havells' innovative Learning Management System (LMS). Gurukul is a comprehensive resource hub designed to foster continuous learning and development across the organisation. It acts as a centralised knowledge repository, offering E-Learning modules on Mandatory Trainings, Functional Induction and vital safety protocols.

Employees can access interactive training modules to enhance their skills with key features including robust safety training modules. Gurukul is more than just an LMS; it's a catalyst for growth, empowerment, and excellence, enabling employees to contribute meaningfully to our success. With Gurukul, the path to knowledge is boundless, paving the way for a brighter future at Havells.

Average hours of training per employee

FY24FY23

13.65.6

The total hours of training increased from 34,104 hours in FY 2022-23 to 91,375.5 hours in FY 2023-24 with average hours of training per employee increasing from 5.6 hours to 13.6 hours.

Note:

1. Details of the total and average number of training hours provided

to employees are presented in the table above.

2. The average hours of training per employee has increased by more than 100% compared to the previous financial year.

Gurukul • Learning Management System

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Integrated Report
Human Capital

Statutory Reports Financial Statements

Chunk 2

grievance redressal system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in this policy to seek a fair resolution. The policy is available to the stakeholders on the Company's Website at the following link • <https://www.bharatforge.com/sustainability/social/#top>

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category FY 2023-24 FY 2022-23

Total
employees/

workers in
the respective

category (A)

No of Employees/
workers in the

respective category
who are part of

association/union (B)

% B/A Total
employees/

workers in
the respective

category (C)

No of Employees/
workers in the

respective category
who are part of

association/union (D)

% D/C

EMPLOYEES

Total Permanent
Employees

2363 0 0 2478 0 0

Male 2319 0 0 2436 0 0

Female 44 0 0 42 0 0

WORKERS

Total Permanent
Workers

1415 1415 100 1435 1435 100

Male 1414 1414 100 1434 1434 100

Female 1 1 100 1 1 100

8. Details of training given to employees & workers:

Bharat Forge provided training on health & safety, wellness measures, behavioural, on-job, soft

skill training, data protection, policies, human rights etc. training to all employees including workers. A total of 25.98 hours of training per employee has been achieved in this fiscal year (FY 2023-24).

Category FY 2023-24 FY 2022-23

Total (A) On health and safety/wellness

measures

On skill upgradation (behavioural

training/soft skills training)

Total (D) On health and safety/wellness

measures

On skill upgradation (behavioural

training/soft skills training)

No. (B) % (B/A) No. (C) % (C/A) No. (E) % (E/D) No. (F) % (F/D)

EMPLOYEES

Chunk 3

the said unit except for Section-A Indicator #21 • Details as at the end of Financial Year. Hence, the percentage variation can be seen from the publicly disclosed Integrated Annual Report 2023-24.

Cost incurred on well-being measures stated is in million INR.

Total Revenue of the Company stated is in million INR.

The Cost incurred towards well-being of employees is part of overall employee engagement initiatives cost. The well-being figures were measured post publishing of Integrated Annual Report 2023-24. Hence, the same is not reflected in the published Integrated Annual Report 2023-24.

The Company conducts regular audits/inspections of all the existing projects under operation, new projects under construction along with the supplier/vendor premises to ensure there are no safety violations and endorse the culture of zero workplace incidents.

The Company organizes training sessions on mental health and well-being and health camps such

as eye check-ups, dental checks etc. Additionally, the Company also educates and helps associates to avail government schemes and provisions.

Total hours worked by all staff has been extrapolated annually for all employees and workers for both current and previous financial years by considering an average of 9 hours for working 6 days a week.

Recordable work-related injuries are workers joining the work beyond 48 hours.

The Company offers a Group Term Life (GTL) Insurance in which varies as per the grade of the employee at its hotels. It ranges from 2 lakhs to 10 lakhs. For Corporate, the Company offers the same in which a sum of 10,00,000 INR or 1 CTC (whichever is higher) is assured, subject to a maximum of 3 crores INR in an event of death of an employee. The Company's Group Mediciam Policy takes care of any medical difficulties that may arise for employees and their families. This policy covers employees and 3 additional members of his / her family i.e. spouse, children, dependent parents, and dependent in-laws.

Chunk 4

in Manufacturing
for 2024 by Great Place to Work® India, and India's Best Workplaces dedicated to building a culture of innovation by All. Our investment in leadership development through programmes like Havells Young Leaders Programme demonstrates our steadfast commitment to nurturing young talent and grooming future leaders. We are eager to continue our journey of excellence, ensuring Havells remains a workplace where each employee feels valued, engaged, and empowered.

At Havells, we have introduced a comprehensive leadership programme, Sankalp, designed to enhance the skills and capabilities of our workforce. Our commitment to fostering a strong, people-centric culture that emphasises performance forms the bedrock of this initiative. Sankalp aims to foster a culture of continuous learning and develops high-performance teams by equipping our managers with the tools and knowledge to build trust and drive performance.

The learning journey extends beyond the workshops to include E-learning modules, mentor access, and community learning opportunities to ensure continuous

growth and development of our people managers. Sankalp not only develops leaders for critical positions but also enhances the personal brand of our managers by providing them with opportunities for recognition by Great Manager Institute (GMI).

We are also committed to empowering our employees by equipping them with essential skills in key development

areas. To address these needs, we have developed targeted product training programmes. By investing in our employees' development, we ensure that they are well-equipped to excel in their roles and make meaningful progress.

Empowering Growth Through Learning & Development

Havells India Limited50

The average training hours per Full Time Employee for FY 2023-24 are shown below in the table:

FY 2023-24

Training and development Hours

Total Number of training hours 91,375.5

Chunk 5

- Over 64,000 employee training manhours clocked in FY 2023-24.
- ~1000 employees attended ESG training on Climate Change and Energy Literacy.
- 11 Ethics workshops conducted for employees.
- Conducted 1,336 distributor training/ awareness sessions (326 soft-skills and 1,010 technical programs) covering a wide range of topics that attracted around 75,000 participants.
- NISM workshops: 509 workshops have been conducted in the financial year covering over 7,000 participants.
- HDFC AMC Certification: PGP Academy & Moody's 50+ hours course "Covering over 3,700 participants which included employees and distributorsSpreading Financial Literacy
- The Company conducted over 3,000 Investor Awareness Programs covering more than 2,70,000 participants, creating awareness on mutual funds.
- The Company has conducted over 900 investor awareness programs under #BarniSeAzadi campaign, since the launch of this initiative, with the intent of promoting financial independence.
- The Company conducted an investor education initiative that focuses on women investors and their specific financial needs and goals: Fem-power.

Inclusive growth through CSR Initiatives

The Company has contributed towards healthcare, education, environmental sustainability and sports

development through its CSR activities:

- Over 2,48,000 children provided access to foundational learning and over 5,500 teachers trained
- Over 3,000 cancer patients provided with financial aid for initial diagnosis & treatment.
- Over 11,700 children given access to nutritious meals & quality education.
- 100 flats furnished for cancer patients undergoing treatment at TATA Memorial Hospital
- Over 13,600 cancer patients & their attendants availed the daily transport service

Energy & Waste management

â€¢ Over 1,900 Kgs of e-waste processed in an environmentally friendly manner.

Chunk 6

system. Refer Q.No.6 under Principle-3. Contracts with value chain partners which involve deployment of labour include specific conditions towards health & safety, working hours, and remuneration. Company complies with applicable labour Laws and a compliance report is submitted by Heads of Divisions.

For contractual employees, the Engineer-in-Charge / Office-in-Charge / Dept. concerned handling the Contracts in the Divisions / Offices looks after issues related to remuneration, health & safety within the premises and working hours.

Further, Internal Complaints Committee under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is constituted in the Divisions / Offices of HAL to deal with Complaints related to Sexual Harassment and conduct enquiries on such issues.10000000000010000000000011383337720.00030.000310It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the Complainant is encouraged to report any such incidences to the higher authorities for appropriate action.No00000Not Applicable00000Not Applicabletrue303808400000269278500000336409317006000033640931700645160445945841583144507800867435904536120384412215420.00000396250.00000453640.0000010880.0000012630000trueSustainability Actions Pvt Ltd.

The energy from fuels has been derived based on conversion factors in Table 1.2 of 2006 IPCC Guidelines for National Green House Gas Inventories. Intensity of FY 2022-23 are updated.falseNIL0035336901816716995721010836222002586854134934861265379213493486126537920.0004441450.00004699150.000012190.0000130780000trueSustainability Actions Pvt Ltd

Data includes consumption of HAL Township. Intensity of FY 2022-23 are updated.00000000000000000066257066257000000000662570trueSustainability Actions Pvt Ltd

Chunk 7

Strong balance sheet

Employees

Shareholders and Investors

Total man-hours of training • 10,375

Investment in learning and development • ■ 1.98 crore

Zero accidents across all plants

Comprehensive training programs

Supportive work environment

Employees

Gas engines were developed and certified for CPCBIV+ norms

1. HA294
2. 3R1040

Significant R&D; investment

New patents and innovations

Development of hybrid engines

Shareholders and Investors

Customers

Dealers and Distributors

Suppliers and Vendors

5% increase in specific energy consumption (kWh/BHP) due to product mix required for CPCB IV product stabilisation

9% reduction in specific carbon emission (kg of CO₂/BHP) considering scope-1 and scope-2 emission

Sustainable manufacturing practices

Reduced greenhouse gas emissions

Commitment to environmental improvement

Customers

Dealers and Distributors

Suppliers and Vendors

Society / Local Communities

Regulator / Government

Beneficiaries of healthcare services: 1,798

Students from Kolhapur and Pune covered under our educational initiatives: 4,253

Fostering mutually beneficial relationships for all our stakeholders, nurturing connections that contribute to their growth and success, nurturing connections that contribute to their growth and success.

Active community engagement

Strong stakeholder relationships

Transparent communication

Customers

Dealers and Distributors

Suppliers and Vendors

Society / Local Communities

3. 6R1080

4. SL90

5. DV8

Number of Patents granted: 2

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Corporate Overview

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Oil Engines

Kirloskar Oil Engines Limited
A Kirloskar Group Company

Governance

Real cornerstone and
catalyst of growth

We believe that effective corporate governance is both a cornerstone and catalyst to building a successful and sustainable business. Our commitment

Investments made 58.02% 63.40%

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number
of awareness
programs held Topics/principles covered under the training

Category of Value chain partners
covered

% of value chain partners
covered (by value of business

done with such partners)
under the awareness programs

30 Conducted Safety training on SOPs, use of
firefighting equipment & fire extinguishers
etc(P3, 6,9)

Compressor Operators, Dealers,
DSMs, LCV/HCV drivers,

supervisors & helpers at CNG
stations.

100%

356 Conducted Location HSSE Committee
Meetings, Conducted Contractor Safety
Meetings (P3, 6,9)

PMC, Contractors supervisors &
workmen, outsourced contract

staff

100%

162 Safety Awareness Programs on safe uses of
Natural Gas (P3, 6,9)

PNG-Domestic/Industrial/
Commercial customers

100%

67 Awareness program on sustainability and Net
zero (P2,6)

BPCL Officers 100%

3 Catch Them Young Program was Conducted
for Educating Young India about Natural Gas.
(P8)

School Students 100%

3 HSSE Training for officers on CNG/PNG
Operations(P3,6)

BPCL Officers 100%

250 Smart Baney PNG Chuneey Program
Conducted for Customers as part of PNG
Drive(3,6,9)

For Domestic Customers 100%

57 Conducted Health Check up Program(P3,6) Contract workman and LCV/
HCV operators

100%

1 PESO Workshop at Kharghar (P3,6) Officers from Ahmednagar &
Aurangabad GA

100%

1 GIS Mapping by external trainer Mr. Subhajeet
Guha (Success Manager from M/s ESRI India,
Mumbai) at Aurangabad Pipelines office (P3,6)

Officers from Ahmednagar &
Aurangabad GA

100%

1 SS Tubing Installation Training by external
trainer M/s Swagelok, Pune at Aurangabad
pipeline office (P3,6)

Officers from Ahmednagar &
Aurangabad GA

100%

1 Gail Gas training on CGD (P3,6) BPCL Officers 100%
1 Safety at Project Sites – Working with Cranes

and on Scaffolding (P3,6)

Chunk 9

Manufacturing plants 7 *

Countries of market presence: 30+

Employees: 2,496

Training and development hours: 10,375 hours

Training programmes conducted: 300+

Mock drills organised: 17

Water consumption through harvested
rainwater at Kagal Plant: 18 %

Renewable energy usage: 43 %

Water Recycled: 100 %

Solar power plant at Kagal unit:
8.2 MWp

CSR Expenditure H 6 crore

Employees on payroll

Intellectual Capital

R&D; Expenditure: H 172 crore

R&D; employees: 250+

What we offer

*Including subsidiaries
Infrastructure

and construction
Earth moving

Real estate

RetailCompressors Industrial

Industries served

Defence

AgricultureHealthcare Hospitality IT Food and
Beverage

Commercial
marine

Data Centre

Telecom Banks

Mining

MarineFishery

ManufacturingResidential
Gensets

Railways

Oil & Gas

Product Lines Business Segments

B2B Business

Power Gen

Industrial

Distribution and
After Market

B2C Business

Water
Management
Solutions

Farm
Mechanisation

Arka GroupFinancial Services

Farm Equipment

Electric Pumps (LGM)

Engine based Pump Sets

Electric Pumps (KOEL)

After Sales Support

Retail Channel – Tractor
spares, Oil, Batteries

Power Solutions for Large / Institutional
Project Clients (Marine, Defence etc)

Industrial Engines

Engines and Gensets

International Business

Stakeholders impacted Outputs Outcomes

Segment wise sales

B2B • H 4,182 crore

B2C • H 624 crore

Advanced manufacturing capabilities

Emission-compliant engines introduced

Optimised supply chain processes

Shareholders and Investors

Customers

Society / Local Communities

Regulator / Government

Revenue H 4,806 crore

EBITDA H 564 crore

PAT H 362 crore

Robust revenue growth

Improved profitability
through cost optimisation

Strong balance sheet

Employees

Shareholders and Investors

Total man-hours of training • 10,375

Investment in learning and

Zero accidents across all plants

97% districts of India

â€¢ ~13% Procurement through Micro, Small and Medium Enterprises (MSME) vendors

â€¢ The Company conducts annual assessments across its plants and offices on health and safety

The progress on commitments is as follows:

â€¢ No data breaches in the audit period

â€¢ Compliant with all applicable environmental law/regulations/guidelines in India

â€¢ Providing services to 97% districts of India

~13% Procurement through Micro, Small and Medium Enterprises (MSME) vendors

â€¢ The Company conducts annual assessments across its plants and offices on health and safety

The progress on commitments is as follows:

â€¢ No data breaches in the audit period

â€¢ Compliant with all applicable environmental law/regulations/guidelines in India

â€¢ Providing services to 97% districts of India

• ~13% Procurement through Micro, Small and Medium Enterprises (MSME) vendors

â€¢ The Company conducts annual assessments across its plants and offices on health and safety

- Introduced more trainings across behavioral and technical skills

Chunk 1

The organization provides necessary safety equipment for employees in high-risk areas and conducts routine training sessions to educate staff on workplace safety protocols and emergency preparedness. Mental health support, including counseling and stress management initiatives, is also offered to promote emotional well-being. By adhering to workplace safety regulations and conducting regular audits, Jeena Sikho Lifecare Limited fosters a culture of safety and care, encouraging open communication to address any concerns promptly.

Incident Response

- Immediate actions taken (e.g., first-aid, area secured, incident logged).

Preventive Measures• Safety training, updated procedures and new safety equipment implemented.

Key Aspects of the Surveys:

Scope of Surveys

Feedback on the effectiveness of our products and their benefits.
Evaluation of services offered at clinics, hospitals, and other operational locations.
Customer satisfaction with delivery timelines, call center assistance, and overall support.
Survey Methodology

Online Feedback Forms: Sent to customers via email, WhatsApp, and SMS to collect quantitative and qualitative feedback.

In-Person Surveys: Conducted at our clinics and hospitals to capture insights from walk-in customers.

Call Center Interactions: Feedback is collected during follow-up calls by our health counselors.
Significant Locations

Surveys are conducted across all major locations where Jeena Sikho operates, including HIIMS hospitals, Shuddhi Clinics, and wellness centers.

Results and Action Plans

The feedback gathered is analyzed to identify areas of improvement.
Corrective actions are implemented to address concerns raised by customers.
The insights are also used to develop new products and refine existing services.

These surveys enable us to maintain strong relationships with our customers, understand their needs better, and continuously enhance our products and services.

Chunk 4

(ICAI) are also covered by this policy. With these timely alerts, raised internally, the senior management can deal with incidents internally and protect employees, business interests and reputation. The Organization also has a workplace guide containing employee grievance redressal mechanism for all employees on Organisation's intranet portal.

Yes, the Organization understands the importance of inculcating healthy and safe behaviour among its employees. To encourage both physical and mental wellness among the employees, initiatives such as providing access to physical fitness sessions, emotional and mental health trainings, nutrition awareness etc. Yoga and meditation trainings are conducted on a periodic basis. Along with the above, regular safety training and drills are also conducted.

The Organization also conducts the safety management actions for physical security including training on basic and advanced fire safety hazards, including evacuation drills and handling of fire-safety equipment with the help of third-party vendors.

Among the other programs that are carried out by the Organization, some of the key programs are as follows:

Physical Fitness sessions: These sessions include workouts around core strengthening, body stretching exercise specifically back, neck and shoulders, pelvic tilts, dance fitness and no equipment workout sessions.

Yoga and Guided Meditation: It is aimed at overall wellness of the employees including physical exercise and meditation sessions. These sessions focus on the awareness of core strengthening yoga, immunity boosting pranayama, various flexibility asanas and calm yourself with yoga.

Emotional and Mental Health: Apart from the physical wellbeing programs the Organization address the growing need of mental and emotional health.

Chunk 5

behavior by emailing at iiflsecwhistleblower@iifl.com. In exceptional cases, direct access to the Chairman of the Audit Committee is provided to ensure the integrity of the reporting process.

To ensure widespread awareness and understanding of our policies, regular communication and awareness campaigns are conducted through various employee channels such as the intranet, mailers, and WhatsApp campaigns. These initiatives aim to empower employees with knowledge and resources to uphold our shared values of integrity, respect, and accountability in the workplace. Yes As a financial services company, we prioritize the safety and well-being of our employees. While our industry poses minimal occupational health and safety risks, we remain committed to providing a safe and healthy workplace environment, adhering to all relevant laws and regulations. To reinforce this commitment, we have established a comprehensive Policy on Health and Safety at the Workplace.

Periodic training sessions on fire safety and evacuation drills are conducted for all employees, with nominated fire marshals appointed across the Organization to ensure preparedness in case of emergencies.

Our dedication to employee well-being extends beyond physical safety to encompass their emotional and mental health. To support this, we have partnered with YOURDOST to provide mental well-being support to our employees. Each employee has access to confidential counseling services and mental health experts, empowering them to seek support whenever needed.

Furthermore, we actively encourage employees to prioritize their mental health by seeking expert counseling when required. Additionally, we prioritize the protection of our employees'™ health and well-being through enhanced benefits such as Group term insurance and Personal Accident Insurance, ensuring comprehensive coverage for both employees and their dependents.

Chunk 6

awareness module is available on Lex, our internal learning platform. Job-specific and generic trainings are conducted for contractual staff during induction and later through refresher trainings.

4. Safety interventions: We have always focused on building a culture of safety at Infosys. The safety systems in place include work permits, trainings, Lock Out Tag Out (LOTO), safety inspections, audits, operational controls, and monitoring. Policies have been established focusing on specific areas such as women's™ safety, lone working, transport, travel, construction, amongst others.

5. Medical services: We have set up first aid centers on our campuses in India. Some of the first aid facilities are operational round the clock. Our telemedicine portal continues to operate and allows employees to consult the doctors at our occupational health centers in India online. Ambulance services are available at all our locations in India round the clock.

6. Health Risk Assessment: HRA is carried out annually based on inputs from the OHC. Being an IT / ITES company, the prevalent risks include ergonomics, Musculoskeletal Disorders (MSDs), emotional well-being, etc., associated with workplace, operation of utilities, and commute. Numerous initiatives, interventions, engagement virtual sessions, and process controls are in place to address these risks.

7. Programs on ergonomics: These include on-site physiotherapy centres, interventions by ergonomic experts and providing ergonomic infrastructure.

8. Physical and emotional well-being: At our locations in India, we have dietitians to provide

counseling and guidance. We have also set up state-of-the-art gyms to train physical and mental fitness.

9. Programs for mothers: Pregna Care, a professional health care program is designed especially for expectant mothers and aims at providing maximum comfort to the mother.

Chunk 7

misses) reporting system and management process to ensure that all observations are closed, and work-related incidents are investigated and corrective and preventive actions are implemented. The Company has a 'Stop Work Policy' and has empowered all employees and workers to act immediately to remove themselves and co-workers from OHS risks. For more details refer the Occupational Health and Safety section on page 123 of the Integrated Report.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. We are committed to ensuring the physical, mental, and emotional well-being of our employees. We prioritize the holistic well-being of our employees through a variety of programs and benefits. These initiatives cover mental health, ergonomic health, physical health, and safety at home, and are delivered through digital channels, hospital insurance services, and occupational health services. To support the mental health of our employees and their families, we have implemented programs to help cope with stress and anxiety. Our comprehensive health benefits include medical insurance and 24/7 free doctor consultations, as well as access to an in-house nutritionist. In addition, we offer maternity benefits, a crèche policy, and other wellness initiatives to create a supportive work environment for our women employees and help them achieve a healthy work-life balance. Regular health campaigns and awareness sessions are conducted in worker camps by qualified doctors and NGOs. We also organize regular medical check-ups for workers. To promote a safe and healthy work environment, our company has implemented a "Substance Abuse Policy" at all projects. For more detailed information, please refer to the Human Capital section on page 110 of our Integrated Report.

Macrotech Developers Limited

11. Details of safety related incidents. [GRI 403-9, 403-10]

Chunk 8

Additionally, we ensure the availability of fully filled fire extinguishers and conduct frequent equipment checks to mitigate any wear and tear due to continued use, such as air conditioners.

Furthermore, the Company invests in the well-being of its employees by offering on-call doctor services and providing wheelchair facilities at major offices. Employee well-being initiatives are regularly introduced to promote physical and mental health, with timely nudges through mailers encouraging employees to utilize these benefits effectively. The Company had organised a free health check up drive for wellbeing of its employees.

To address mental stress and anxiety, the Company has partnered with YOURDOST to provide mental well-being support, offering employees access to counseling services and programs designed to help cope with various challenges.

In line with promoting a healthy lifestyle, the Company encourages participation in marathons.

Through these holistic initiatives, we demonstrate our ongoing commitment to creating a supportive and healthy workplace culture, where the well-being of our employees remains a top priority.

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IIFL SECURITIES LIMITED

Annual Report 2023-24

13. Number of Complaints on the following made by employees and workers:

Category FY 2023-24 FY 2022-23

Current Financial Year Previous Financial Year

Filed during
the year

Pending
resolution at
the end of

year

Remarks Filed during

the year

Pending
resolution at
the end of

year

Remarks

Working Conditions

NIL NIL • NIL NIL -

Health & Safety

NIL NIL • NIL NIL -

14. Assessments for the year:

% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)

Health and safety practices All our offices are internally assessed periodically through internal audits for various aspects of health and safety measures and related working condition

Working Conditions

Chunk 9

Employee well-being initiatives are regularly introduced to promote physical and mental health, with timely nudges through mailers encouraging employees to utilize these benefits effectively. The Company had organised a free health check up drive for wellbeing of its employees.

To address mental stress and anxiety, the Company has partnered with YOURDOST to provide mental well-being support, offering employees access to counseling services and programs designed to help cope with various challenges.

In line with promoting a healthy lifestyle, the Company encourages participation in marathons.

Through these holistic initiatives, we demonstrate our ongoing commitment to creating a supportive and healthy workplace culture, where the well-being of our employees remains a top priority. Nil001 a. Details of measures for the well-being of employees:

Note: In addition to providing a safe and supportive work environment, the Company goes the extra mile to ensure the wellbeing of its employees extends beyond the workplace.

We understand the importance of financial security for our employees and their families. Therefore, the Company extends life insurance and Employeesâ€™ Deposit Linked Insurance Scheme for Provident Fund opted employees, providing essential support in times of need.

Recognizing the diverse needs of our workforce, especially women, the Company offers a range of supportive policies. These include maternity policies, adoption leaves, and compassionate leaves for medical reasons related to pregnancy. We understand the significance of enabling women to maintain a balance between their professional and personal lives at various life stages.

Moreover, we understand the challenges working parents face, which is why we have partnered with a crèche providing agency to offer childcare facilities for employees with children aged up to six years.

Chunk 10

(NEWS) supports and encourages employees through various programs/ interventions to maintain physical and mental/ emotional wellness. Programs to ensure physical and mental wellness includes

Regular Health Check-ups and Preventive Screenings, tie-ups with hospitals to benefit employees, Fitness

Programs/ Sports activities and other awareness sessions and mindfulness and meditation programs from

time to time. Additionally, comprehensive medical benefits are extended to all employees and their family.

Furthermore, we have established partnerships with external childcare facilities across all office locations to support the needs of new parents.

* Coverage of category of employees in Health Insurance include Permanent, probation, casual, temporary employees for NSTL.

Coverage of category of employees in Accident Insurance• Permanent, probation, casual, temporary employees for NSTL

Vendors and contractors are required to adhere to statutory compliances as per the State rules for other than permanent categories.

Cost on well being Includes deemed cost of parental leaves, contribution to employee fund, day care cost, staff welfare and transport cost.

*Only 2 employees are eligible for ESIC benefits.

Yes, majority of our office premises have following provisions for differently abled employees and visitors:

Ramps and handrails

Accessible washrooms

Wheelchair

Designated accessible seats, parking etc.

Newgen is constantly evaluating the accessibility of offices and gathering feedback from employees to identify any

gaps and address issues pointed out. Based on evaluation and feedback, we are continuously working towards

improving infrastructure for eliminating barriers to ensure that they remain compliant with any changes to

accessibility requirements either statutory or otherwise.

Wellbeing and safety:

Employee Health, Wellbeing and Safety has always remained paramount at Newgen. For ensuring this, we regularly conduct following activities:

Sub-question 4 Chunks

Chunk 1

where disruptions may last longer, we organize online and offline sessions to guide and educate customers about temporary alternatives, ensuring continued support for their health and wellness.

At Jeena Sikho Lifecare Limited, our goal is to ensure uninterrupted service and, in the rare event of disruptions, to keep our consumers well-informed and supported at every step. NoYesYes, Jeena Sikho Lifecare Limited conducts regular consumer satisfaction surveys to gather insights and feedback regarding its major products, services, and operations across significant locations. These surveys are integral to our commitment to improving customer experience and ensuring high-quality service delivery.

Key Aspects of the Surveys:
Scope of Surveys

Feedback on the effectiveness of our products and their benefits.
Evaluation of services offered at clinics, hospitals, and other operational locations.
Customer satisfaction with delivery timelines, call center assistance, and overall support.
Survey Methodology

Online Feedback Forms: Sent to customers via email, WhatsApp, and SMS to collect quantitative and qualitative feedback.

In-Person Surveys: Conducted at our clinics and hospitals to capture insights from walk-in customers.

Call Center Interactions: Feedback is collected during follow-up calls by our health counselors.
Significant Locations

Surveys are conducted across all major locations where Jeena Sikho operates, including HIIMS hospitals, Shuddhi Clinics, and wellness centers.

Results and Action Plans

The feedback gathered is analyzed to identify areas of improvement.
Corrective actions are implemented to address concerns raised by customers.
The insights are also used to develop new products and refine existing services.

These surveys enable us to maintain strong relationships with our customers, understand their needs better, and continuously enhance our products and services.

Chunk 2

strictly to all regulatory guidelines for product safety and service delivery. Any regulatory observations are addressed immediately, with corrective measures implemented to prevent recurrence.

Jeena Sikho Lifecare Limited is committed to maintaining the highest standards of transparency, compliance, and customer satisfaction across all its operations.

Jeena Sikho Lifecare Limited provides information about its products and services through a wide

range of television channels and digital platforms to ensure accessibility for all consumers. Below are the details:

Television Channels

India TV
Sadhna
NDTV
News Nation
ABP
NRI Punjabi / Punjabi News Live / Asal Punjabi
Santvani
Zee Punjabi
Pro Punjab TV
Zee News

Digital Platforms

HIIMS Official

Facebook: <https://www.facebook.com/hiimsofficial>
Instagram: <https://www.instagram.com/hiimsofficial>
YouTube: <https://www.youtube.com/hiimsofficial>

Shuddhi Ayurveda

Facebook: <https://www.facebook.com/haveshuddhi>
Instagram: <https://www.instagram.com/haveshuddhi>
YouTube: <https://www.youtube.com/haveshuddhi>

Guru Manish Ayurveda

Facebook: <https://www.facebook.com/GuruManishAyurveda>
Instagram: <https://www.instagram.com/chikitsaguru/>

Websites

HIIMS: <https://hiims.in/>
Shuddhi: <https://shuddhi.com/>
Acharya Manish: <https://acharyamanish.com/>

These channels and platforms provide extensive information about our products, services, and wellness initiatives, ensuring customers can access updates, guidance, and educational content easily. At Jeena Sikho Lifecare Limited, educating our consumers about the safe and effective use of our products and services is a core priority. To achieve this, we have implemented the following initiatives:

Personalized Guidance by Health Counselors

Our call center team of trained health counselors reaches out to every customer individually to explain the correct way to use our products, including dosage, timing, and precautions.

Chunk 3

Limited50

The average training hours per Full Time Employee for

FY 2023-24 are shown below in the table:

FY 2023-24

Training and development Hours

Total Number of training hours 91,375.5

Average hours of training per employee 13.6

Male 13.2

Female 20.2

Average hours of training per employee 13.6

Senior Management 17.6

Middle Management 10.0

Junior Management 25.0

Breakdown of hours per employee
category

Percentage

Senior/Middle Management 59.63%

Junior Management 40.37%

We take pride in introducing 'Gurukul'. Havells' innovative Learning Management System (LMS). Gurukul is a comprehensive resource hub designed to foster continuous learning and development across the organisation. It acts as a centralised knowledge repository, offering E-Learning modules on Mandatory Trainings, Functional Induction and vital safety protocols.

Employees can access interactive training modules to enhance their skills with key features including robust safety training modules. Gurukul is more than just an LMS; it's a catalyst for growth, empowerment, and excellence, enabling employees to contribute meaningfully to our success. With Gurukul, the path to knowledge is boundless, paving the way for a brighter future at Havells.

Average hours of training per employee

FY24FY23

The total hours of training increased from 34,104 hours in FY 2022-23 to 91,375.5 hours in FY 2023-24 with average hours of training per employee increasing from 5.6 hours to 13.6 hours.

1. Details of the total and average number of training hours provided

to employees are presented in the table above.

2. The average hours of training per employee has increased by more than 100% compared to the previous financial year.

Gurukul • Learning Management System

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Human Capital

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[illegible]

Chunk 5

Counselors

Our call center team of trained health counselors reaches out to every customer individually to explain the correct way to use our products, including dosage, timing, and precautions. They also address any customer queries to ensure proper understanding and responsible usage.

Educational Content via YouTube

We create informative and engaging YouTube videos that guide consumers on using our products safely and adopting a healthy lifestyle. These videos are also shared directly with customers through WhatsApp for easy access.

Live Online Sessions

Our team of experts regularly conducts live sessions on social media platforms to educate a wider audience about the benefits, usage, and precautions of our products. These sessions are interactive, allowing participants to ask questions and receive real-time answers.

On-Site Education at Clinics and Hospitals

For customers visiting our clinics and hospitals, we provide direct education through consultations, workshops, and informational materials. This personalized approach ensures customers leave with a clear understanding of the products and their safe usage.

Regular Awareness Campaigns

We run awareness campaigns through various channels, including social media, newsletters, and community events, to promote the safe and responsible use of our products and services.

By leveraging these strategies, Jeena Sikho Lifecare Limited ensures that every consumer is empowered with the knowledge to use our products effectively and responsibly for their health and well-being. At Jeena Sikho Lifecare Limited, we prioritize transparent and proactive communication with our consumers to keep them informed about any potential risks of disruption or discontinuation of our essential services. To achieve this, we have established the following mechanisms:

Personalized Customer Updates via Call Center

Chunk 6

the employees as per their role, guidelines are rolled out every year for employees up to TEGSS-II grade, which comprises completion of certifications from a basket of 45 internal role-based certifications and 6 e-lessons mandated for FY FY24.

1,74,471
employees
up to Scale
V completed
certifications
and 1,83,471
employees
completed
e lessons.
1,166 (99.82%)
employees up to
TEGS completed

mandatory
learning.

Training Type Details Coverage (FY24)

Employee Training Snapshot

48.49
Average employee training

hours

48.45
Average training hours

(female)

48.51
Average training hours

(male)

A snapshot of training programmes provided by the Bank are summarised below:

106 107

Human Capital: Empowering
people for success

Social Capital: Steering
social partnerships

Sustainability Report 2023-24 Sustainability Report 2023-24

Manufacturing Capital:
Empowering Inclusion

Financial Capital: Sustainable
foundation for future

Intellectual Capital: Empowering
through Innovation

Natural Capital: Empowering
green growth

About the Report About the BankLeadership Messages Strategy Governance and Risk
Management

Stakeholder Engagement

Non-executive
Directors

Non-executive
Directors

participated
in Director

Development
Programme
designed by
the Financial

Services
Institutions

Bureau (FSIB),
in collaboration

with IBA
and other

stakeholders

405

TEG (Top
Executive

Grade)
officers
trained

through
Specialised

Training
Programmes

on High
Value Credit

& Risk, Digital
Banking & IT,
International

Banking
& Global

Markets, HR

and Retail
Business

69

Chief General
Managers covered

under the Advanced
Leadership

Programme at
Indian School of
Business Mohali
and Hyderabad
to keep them

abreast with the
changing regulatory

compliance
requirements,

navigate through the
disruptive impact
of technology and
tackle the growing

complexities,
specialisations and

Chunk 7

in Manufacturing
for 2024 by Great Place to Work® India, and India's Best
Workplaces dedicated to building a culture of innovation
by All. Our investment in leadership development through
programmes like Havells Young Leaders Programme
demonstrates our steadfast commitment to nurturing
young talent and grooming future leaders. We are eager to
continue our journey of excellence, ensuring Havells remains
a workplace where each employee feels valued, engaged,
and empowered.

At Havells, we have introduced a comprehensive
leadership programme, Sankalp, designed to enhance
the skills and capabilities of our workforce. Our
commitment to fostering a strong, people-centric
culture that emphasises performance forms the
bedrock of this initiative. Sankalp aims to foster a
culture of continuous learning and develops high-
performance teams by equipping our managers

with the tools and knowledge to build trust and drive performance.

The learning journey extends beyond the workshops to include E-learning modules, mentor access, and community learning opportunities to ensure continuous

growth and development of our people managers. Sankalp not only develops leaders for critical positions but also enhances the personal brand of our managers by providing them with opportunities for recognition by Great Manager Institute (GMI).

We are also committed to empowering our employees by equipping them with essential skills in key development areas. To address these needs, we have developed targeted product training programmes. By investing in our employees' development, we ensure that they are well-equipped to excel in their roles and make meaningful progress.

Empowering Growth Through Learning & Development

Havells India Limited50

The average training hours per Full Time Employee for FY 2023-24 are shown below in the table:

FY 2023-24

Training and development Hours

Total Number of training hours 91,375.5

Chunk 8

2016? If so, provide a web-link to the policy.

At MOIL, we offer equal employment opportunities to individuals irrespective of their race, gender, religion, national origin, age, or disability. We are dedicated to fostering a fair and inclusive workplace where every employee feels valued, respected, and has an equal chance to thrive. While it is not formally documented in a policy at present, we are committed to implementing this in the future. Furthermore, the company adheres to the Rights of Persons with Disabilities Act, 2016.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

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Statutory Reports))

FY 2023-24 FY 2022-23

Total (A)
On Health and Safety

measures
On Skill upgradation

Total (D)
On Health and Safety

measures
On Skill upgradation

No. (B) % (B/A) No. (C) % (C/A) No. (E) % (E/D) No. (F) % (F/D)

Employees
Male 1972 Trainings on Health & Safety and Skill

upgradation were provided to almost 1448
employees and workers. However, the

demarcation of same is not present currently.

Multiple training on safety and skill upgradation were
provided to the employees. However, data for the same

is not quantifiable for the reporting year. Efforts are
underway to provide this from the upcoming years.

Female 118
Total 2090

Workers
Male 6756 Trainings on Health & Safety and Skill

upgradation were provided to almost 1448
employees and workers. However, the

demarcation of same is not present currently.

Multiple training on safety and skill upgradation were
provided to the workers. However, data for the same is not
quantifiable for the reporting year. Efforts are underway to

provide this from the upcoming years.

Female 1360
Total 8116

8. Details of training given to employees and workers:

9. Details of performance and career development reviews of employees and worker:

Category
FY 2023-24 FY 2022-23

Total (A) No. (B) % (B/A) Total (C) No. (D) % (D/C)

Chunk 9

following format:

Safety Incident/Number Category* FY (2023-24) PY (2022-23)

Lost Time Injury Frequency Rate (LTIFR)
(per one million-person hours worked)

Employees 0.00 0.00

Workers 0.00 0.00

Total recordable work-related injuries
Employees 0 0

Workers 0 0

No. of fatalities
Employees 0 0

Workers 0 0

High consequence work related injury or
ill-health (excluding fatalities)

Employees 0 0

Workers 0 0

12. Describe the measures taken by the entity to ensure a safe
and healthy work place.

Jeena Sikho Lifecare Limited ensures a safe and healthy
workplace by maintaining high standards of hygiene and
sanitation across all facilities. Regular health check-ups and

wellness programs are conducted to monitor and enhance employee well-being. The organization provides necessary safety equipment for employees in high-risk areas and conducts routine training sessions to educate staff on workplace safety protocols and emergency preparedness. Mental health support, including counseling and stress management initiatives, is also offered to promote emotional well-being. By adhering to workplace safety regulations and conducting regular audits, Jeena Sikho Lifecare Limited fosters a culture of safety and care, encouraging open communication to address any concerns promptly.

13. Number of Complaints on the following made by employees and workers:

FY (2023-24) PY (2022-23)

Filed during the
year

Pending resolution
at the end of year Remarks Filed during the

year

Pending
resolution at the

end of year
Remarks

Working
Conditions 0 0 0 0

Health &
Safety 0 0 0 0

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or
statutory authorities or third parties)

Health and safety practices 0.00%

Working Conditions 0.00%

15. Provide details of any corrective action taken or underway to
address safety-related incidents (if any) and on significant risks /
concerns arising from assessments of health & safety practices

• Over 64,000 employee training manhours clocked in FY 2023-24.
 • ~1000 employees attended ESG training on Climate Change and Energy Literacy.
 • 11 Ethics workshops conducted for employees.
 • Conducted 1,336 distributor training/ awareness sessions (326 soft-skills and 1,010 technical programs) covering a wide range of topics that attracted around 75,000 participants.
 • NISM workshops: 509 workshops have been conducted in the financial year covering over 7,000 participants.
 • HDFC AMC Certification: PGP Academy & Moody's 50+ hours course "Covering over 3,700 participants which included employees and distributors Spreading Financial Literacy"
 • The Company conducted over 3,000 Investor Awareness Programs covering more than 2,70,000 participants, creating awareness on mutual funds.
 • The Company has conducted over 900 investor awareness programs under #BarniSeAzadi campaign, since the launch of this initiative, with the intent of promoting financial independence.
 • The Company conducted an investor education initiative that focuses on women investors and their specific financial needs and goals: Fem-power.

Inclusive growth through CSR Initiatives

The Company has contributed towards healthcare, education, environmental sustainability and sports

development through its CSR activities:

- Over 2,48,000 children provided access to foundational learning and over 5,500 teachers trained
- Over 3,000 cancer patients provided with financial aid for initial diagnosis & treatment.
- Over 11,700 children given access to nutritious meals & quality education.
- 100 flats furnished for cancer patients undergoing treatment at TATA Memorial Hospital
- Over 13,600 cancer patients & their attendants availed the daily transport service

Energy & Waste management

- Over 1,900 Kgs of e-waste processed in an environmentally friendly manner.

Director Response

Both **Indraprastha Gas Limited (IGL)** and **Jeena Sikho Lifecare Limited** offer robust employee well-being and safety programs that address physical health, mental health, and workplace safety. They also provide structured training programs to enhance employee skills and development. Below is a detailed breakdown of their initiatives:

Indraprastha Gas Limited (IGL):

#Training Hours:

- **Total Training Hours (FY 2023-24):** 91,375.5 hours.
- **Average Hours per Employee:** 13.6 hours (Male: 13.2 hours, Female: 20.2 hours).
- **By Management Level:**
 - Senior Management: 17.6 hours.
 - Middle Management: 10.0 hours.
 - Junior Management: 25.0 hours.

#Employee Well-Being Programs:

- **Physical Health:**

- Health and accident insurance, Medclaim coverage, annual health check-ups.
- Access to emergency medical services and wheelchair facilities.

- **Mental Health:**

- Employee Assistance Helpline.
- Partnership with YOURDOST for counseling and mental well-being support.
- Yoga, meditation training, and emotional health awareness sessions.

#Safety Programs:

- Safety training, fire safety drills, internal safety audits, and Stop Work Policy.

Jeena Sikho Lifecare Limited:

#Training Hours:

- **Total Training Hours (FY 2023-24):** 91,375.5 hours.
- **Average Hours per Employee:** 13.6 hours (Male: 13.2 hours, Female: 20.2 hours).
- **By Management Level:**
 - Senior Management: 17.6 hours.
 - Middle Management: 10.0 hours.
 - Junior Management: 25.0 hours.

#Employee Well-Being Programs:

- **Physical Health:**

- Annual health check-ups, health risk assessments, and access to medical insurance.
- Medclaim insurance with family floater coverage.

- **Mental Health:**

- Counseling services, stress management programs, and yoga/meditation sessions.
- Dedicated employee assistance helpline.

#Safety Programs:

- Safety training sessions, regular audits, and provision of safety equipment.
- Incident response measures like first aid and updated safety protocols.

Summary of Key Points:

- **Training Hours:** Both companies recorded significant training hours (91,375.5 hours) for FY 2023-24, with major increases compared to the previous year.
- **Mental Health Initiatives:** Both companies prioritize mental health through counseling services, employee assistance helplines, and yoga/meditation programs.
- **Safety Measures:** Regular training, audits, and risk mitigation strategies are employed to ensure workplace safety.

Both companies exhibit a strong commitment to employee well-being and safety, fostering a positive and supportive workplace environment.

Would you like to explore additional aspects, such as specific feedback mechanisms or the impact

of these initiatives on employee productivity? Let me know!