



HEALTH CHECKUP POLICY

**SIGNIFY INNOVATIONS INDIA LTD.,
SIGNIFY INNOVATION LABS
&
SIGNIFY COOPER LIGHTING INDIA**

Effective Date: 20th Nov 2024

Version No: 3.2

Document Approver: Performance &
Rewards

Approver: CHRO

1. Objective

This Policy outlines the entitlement and process for company sponsored health checkup benefit offered to Signify India employees.

2. Eligibility

All Corporate H9 and above employees in Signify Innovations India Ltd. are entitled to a company sponsored health checkup once in two years.

3. Process

- The indicative packages and list of the tests are detailed in Annexure 1.
- The payment for the tests is to be done by the employee directly to the diagnostic centers. Employee can then claim the expense via concur under miscellaneous option. The maximum limit for the claims is as follows:

Employee Type	Claim limit	Who is covered?	Claim Frequency
Male employees	INR 3250	Only employee is covered for the benefit	Once in 2 years from the date of claim
Female employee	INR 3750		

- The claim should be accompanied by the relevant bill of the test. The establishment/registration number of the center should be present on the bill for the claim to be approved.
- The claim amount only covers the test charges. Doctor consultation & other fees are not included. The claims should be of the date after the policy is effective.

4. Escalation Matrix

For queries regarding policy entitlement & process please raise a mail to - hrrservices.greaterindia@signify.com

The company has the exclusive right to amend or terminate this policy without any prior notice. Any clarifications related to interpretation of this policy can be referred to CoE Rewards, Corporate HR and the decision of Head HR – India in this regard will be final, and binding.

Annexure 1

	<u>PACKAGE NAME</u>	<u>AMOUNT</u>
1	SIGNIFY INDIA - PACKAGE FEMALE	INR 3750
2	SIGNIFY INDIA - PACKAGE MALE	INR 3250

Lists of Tests

1. Complete Haemogram
2. Blood Sugar (Fasting & Post Prandial)
3. Lipid Profile
4. Urine Examination
5. X-RAY CHEST PA
6. ECG
7. Ultrasound of Whole abdomen
8. General Consultation & GYN
9. LFT- Liver Function Test
10. KFT – Kidney Function Test
11. TSH- (Thyroid Test)
12. PSA- (**For males**)
13. Pap Smear- (**For females**).
14. Treadmill Test

Version Tracking

Version No.	Date	Changes	Changed by
1.0	15th Jul 2019	Initial policy roll out	Zeeshan
2.0	1st Jan 2021	H Grade linked	Amit Otwani
3.0	1st June 2022	Diagnostic Centers related	Sugandha Vatrana
3.1	18 th July 2024	Template Updated	Ishan Bansal
3.2	20 th Nov 2024	Removed the line on wellness partners	Ishan Bansal