HR Policies - SmartData Inc.

SmartData is committed to employee well-being, diversity, and work-life balance.

- Paid Time Off: 24 annual leaves, 10 sick leaves, and 10 public holidays.

- Remote Work: Up to 3 days a week, with flexibility for fully remote roles.

- Insurance: Group medical insurance covering employee + 3 dependents, optional dental and mental health coverage.

- Work Hours: Core hours are 10 AM - 6 PM IST; flexible start-end is supported.

- Appraisals: Conducted every 6 months using OKRs and 360-degree feedback.

- Learning: Employees get an annual learning budget of ₹25,000 for courses, certifications, or conferences.

- Code of Conduct: Anti-harassment, whistleblower protection, and diversity guidelines are strictly enforced.

- Perks: Subsidized meals, wellness sessions, access to co-working passes, and Friday fun events.

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