

Group Term Life Insurance Policy

HR-PO732, Ver 1.7

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1. POLICY STATEMENT

The policy provides Life Insurance benefits to Tech Mahindra associates across the globe

2. DATE

Policy is applicable from 22-Jan-2019 to 21-Jan-2020 / associate separation date whichever is earlier.

3. ACRONYMS

Term/ Acronym	Explanation
BHR	Business Human Resources
SPOC	Single point of contact

4. SCOPE

GTLI Policy provides Life Insurance coverage to Tech Mahindra associates who are regular & on Direct Contract employment status across all countries excluding US and Canada.

Benefit mentioned in the policy do not apply for any interns during their assignment/internship period.

5. EXCLUSIONS

Retainers, and other forms of employment / internship are not covered. Associates in US and Canada are covered under different policy(s). The policy is not extended to dependents of Associates.

6. ENTITLEMENTS

Coverage amount is applicable as per the Associate's band

Band	Coverage Amount (INR)
U1 to U3	20 Lakhs / 2 Mn
U4, P1	50 Lakhs / 5 Mn
RG1, RG2, P2 & above	100 Lakhs / 10 Mn

7. GUIDELINES

- There is no waiting period and enrollment for coverage is automatic subject to associate being active on rolls of the organization. Coverage will cease on associate's last working date with Tech Mahindra in the event of associate's separation.
- The coverage amount confirmed is applicable for the policy year and will not change mid-term.
- Eligibility for coverage amount in the unfortunate event of associate's death will rest with the nominees identified by the associate in his/her declaration. Coverage provided is extended to all unfortunate events resulting in death.
- The insurance company may require investigations or Declaration of good health as part of coverage for some associates.
- If any unfortunate event arises, the circle BHR or Head may intimate the SPOC within 72 hrs from confirmation. Any delay may result in request rejection by insurance company, timeliness is essential.
- Midterm associate Band changes will not be considered for change in coverage amount.
- Nominees can be in contact with BHR for any assistance / claim processing and settlement.

- *Note: - As per terms agreed with the Insurers, only Associates in the age group between 18 and 60 years of age would be covered under the scheme.*

8. DOCUMENT HISTORY

Version	Date	Author (function)	Reviewed by	Approved by	Nature of changes
I1.0	18-Feb-2014	Process Owner	Function Owner	Function Head (Benefits)	First Integrated Issue
I1.1	22-Dec-2014	Process Owner	Function Owner	Function Head (Benefits)	P-Sub Bands Merged (Clause 6)
I1.2	25-03-2015	Process Owner	Function Owner	Function Head (Benefits)	Date changed to 22-Jan-2015 to 21-Jan-2016 (Section 2 Date)
I1.3	02-07-2015	Process Owner	Function Owner	Function Head (Benefits)	RG1, RG2 Bands Merged
I1.4	11-Sept-2015	Process Owner	Function Owner	Function Head (Benefits)	Document Formatting
I1.5	02-March-2017	Process Owner	Function Owner	Function Head (Benefits)	Updated Date (Section 2) and Scope (Section 4)
I1.6	22-May-2018	Process Owner	Function Owner	Function Head (Benefits)	Updated Date (Section 2) and Exclusions (Section 5)
I1.7	14-May-2019	Process Owner	Function Owner	Function Head (Benefits)	Updated Date (Section 2)