

TCS Employee Wellbeing and Culture

Promoting Good Health and Well-being at the Workplace

TCS is all about people and protecting associates' interests has been an important part of the growth story over the past 50 years. This perspective places associates' needs, choices, and well-being at par with that of the organization.

Holistic Well-being Programs: TCS promotes a healthier lifestyle, offers work-life balance, and takes into account emotional health. When people are in a state of well-being at work, they are motivated to realize their potential, be productive and creative, and make meaningful contributions.

Fit4Life Initiative: Launched 10 years ago to address the sedentary nature of IT work. Includes: - Community marathons - Group bicycling targets - Yoga certifications - Online app to log progress in fitness activities - Zumba and other exercise forms

OneTCS Platform: Ensures emotional health during remote work through: - Weekly digital bulletins - Stories of employee volunteerism - Infotainment channel with celebrity fireside chats - Discussions with well-being experts

TCS Maitree: Started in 2002 with aim to deploy corporate sustainability through volunteering. Includes Radio Maitree for associate engagement during isolation.

TCS Cares: Helps associates cope with mental health issues including anxiety, stress, and depression through: - One-on-one professional counseling - Self-help resources - Peer group counseling - Employee wellness webinars - Expert question and answer sessions

****Theoretical Background**** This section provides theoretical foundations and core principles underlying employee wellbeing. It explains conceptual models, foundational algorithms, and frameworks practitioners use to reason about the topic.

****Core Concepts**** - Definitions and formalization of the problem domain. - Key models and abstractions used in analysis (e.g., probabilistic models, optimization objectives, architectural patterns).

****Mathematical / Conceptual Models**** Where applicable, include concise descriptions of relevant mathematical concepts: probability distributions, objective functions, complexity considerations, system-of-systems models, or governance/control loops.

****Implications for Practice**** Practical implications, trade-offs, typical deployment considerations, data needs, evaluation metrics, and governance or compliance concerns.

****Further Reading & References**** Pointers to canonical textbooks, surveys, standards, and influential papers that help deepen understanding.