



## **NBCC (INDIA) LIMITED**

HRM Division

Ref: NBCC/HRM/Policy & ODNI/2020/

Date: November 20, 2020

### **CIRCULAR**

It gives immense pleasure to inform that NBCC yet again wins the coveted status of "Great Place to Work." This is the consecutive second year in a row when our company begged the prestigious status and joins the select brand of distinguished companies identified as **Great Places to Work**.

This year NBCC not only secured the prestigious status but has significantly improved (7 points) in surveyed parameters index(s) in comparison to last year performance and the overall Trust Index score secured is 79 points this year.

Every year, Great-Place-to-Work® Institute, global authority on building, sustaining and recognizing high-trust, and high-performing workplace cultures conducts extensive employee survey and culture audit of partnering organizations. Needless to mention that the methodology adopted by GPTW Institute is considered as rigorous, objective and gold standard for defining great workplaces. At NBCC, GPTW Institute assessed the people practices and Employee's workplace experiences in the month of October 2020 and declared NBCC as Great Place to Work-certified™.

Indeed, it is a matter of pride, ecstasy and celebration for every employee of the company. So far only 03 PSEs (IOCL, NTPC and PGCIL) out of approx 300 existing PSEs have been conferred with such coveted status of Great Place to Work. With this astounding feat, our Company has once again showcased itself in the elite group of PSEs.

I, therefore, whole-heartedly congratulate all employees for their valuable efforts in building and sustaining a High-Trust, High-Performance Culture™ at NBCC (India) Limited. I, further, hope that employees will continue to make great strides in future endeavors towards excellence and keep raising the bar of their good performances.

**(MANAS KAVIRAJ)**

Executive Director (HRM)

#### **Distribution: (Through ERP only)**

1. All Employees
2. TO to CMD /TO to D(C) /TO to D(P) /DGM(HRM) to D(F) /SEO to CVO
3. RBG/SBG/HOD/ZI/CEO



**This is to certify that NBCC (India) Limited has successfully completed the assessment conducted by Great Place to Work® Institute, India, and is certified as a great workplace.**

**This certificate is valid from November 2020 to October 2021.**

**Prasenjit Bhattacharya**  
Chief Executive Officer  
Great Place to Work® Institute, India

**Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.**