



Organizational Intreprenurship Policy

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Review: This document shall be reviewed once a year or at the time of any major change in the existing environment affecting policies and procedures, whichever is earlier.

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INTRODUCTION

Corporate Intrapreneurship is the process by which a person/ teams within an established company conceive, foster, launch and manage a new business that is distinct from the parent company but leverages the parent's assets, market position, capabilities, or other resources.

We recognize that many Employees may aspire to enter the world of entrepreneurship but may need guidance with know-how on how to do so. Hence, Parkar Global Technologies Private Limited (henceforth referred to as Parkar) would extend our wings to such aspirants to aid in any or all ways found feasible.

PURPOSE

The purpose of the Parkar corporate intrapreneurship policy is as follows:

1. To develop entrepreneurial spirit within organizational boundaries, thus allowing an atmosphere of innovation to prosper.
2. To extend support to employees having entrepreneurial aspirations by way of handholding on legal guidelines, financial aid, licenses, etc.

ELIGIBILITY

All full-time employees will be eligible to apply for educational assistance.

BENEFITS

1. Aid by way of structure, resources, financing.
2. Accelerated growth at every stage
3. Lower and Controlled risk
4. Multiple career opportunities
5. Guidance from veterans in the field
6. Ability to work within an established system till it's time to wean and grow independently.
7. Guidance on building a robust business case.

PROCESS

1. Employees need to work on building the business idea.
2. Once this is done, employees may approach HR with a base level draft of the idea.
3. The HR team would then initiate a meeting with the Review Committee where the applicant would need to pitch the idea and the prospective value proposition and requirements.
4. If the pitch is found viable, the proposal would be evaluated internally and if approved, the required legalities and paperwork would be triggered.

FREQUENTLY ASKED QUESTIONS

1. I have a business idea, but it is not in the IT field. Can I still apply for this benefit.

Ans: Yes, you can; however, the nature of support possible from Parkar may be limited to the scope of the business idea. We would encourage you to pitch your idea and if found viable, we can look for ways we can support you.

2. My business plan is all set and I only need financial aid. Is that possible? If so, what's the upper limit?

Ans: If found viable, Parkar would be happy to invest in your venture and growth. While there is no set upper limit, the value proposition and growth trajectory would be some of the parameters assessed initially prior to confirming this.

3. If I want to apply, does this mean I will need to resign from my job at Parkar?

Ans: Not at all. Applicants would continue to be employed with Parkar during the execution of the business idea.

4. But if I am still employed with Parkar, how will I manage my work deliverables as well as my business?

Ans: By partnering with the applicants on their business idea, Parkar acknowledges that the extent of involvement of the applicant in regular deliverables may change over time. Parkar will ensure that deliverables are assigned in accordance with the execution stage of the business idea. However, the applicant is expected to ensure timeliness and quality in all the assigned deliverables.

5. Do I need to pay an admission fee to apply for this?

Ans: No, there is no admission fee payable by any applicant.

VIOLATION OF POLICY

All employees are obligated to report violations of this policy to hrops@Parkar.digital Immediately. The HR Head and Finance Head must approve any exceptions to this policy in advance.

ENFORCEMENT

Failure to comply with this policy may result in:

- a. Withdrawal, without notice, of access to information and/or information resources.
- b. Disciplinary action, up to and including termination.
- c. Civil or criminal penalties as provided by law.

DOCUMENT OWNER AND APPROVAL

The HR Head is the owner of this document and is responsible for ensuring that this policy document is reviewed Yearly. A current version of this document is available to all members of staff in a secured centralized location with appropriate access control.