

Arvind Care

Arvind Cares focuses on 4 key areas where an Employee's life is impacted the most.

The motive of this framework is to create a structure that captures the Wellbeing, Development and Motivational aspects of the employee lifecycle under one theme.

The Key Focus Areas are:



Protection

To protect your family & you from life's risks



Wellness

To promote the physical and mental well being

To provide a differentiated and engaging experience for you



Experience

To help you learn & shape your career



Learning & **G**rowth

We intend to promote and in turn bring to you the Arvind Cares framework through Arvind University programs, Employee friendly policies, Health & wellness programs, New Joiner experience and Career management.



protection • wellness • learning & growth • experience

'Arvind Care'



To protect your family & you from life's risks

The inaugural week of Arvind Care month was dedicated to activities and camps that aimed at enabling employees on basic, day-to-day needs such as **Tax & Investment Planning, Mediassist and salary account query handling** by ICICI Bank. These camps proved beneficial and were well received by our employees. This week also covered a First Aid Training session that focused on handling emergency medical situations.

This day-long training conducted by **Red Cross** covered the nitty-gritty and the process of performing **first aid treatment**, where 10 employees were trained and certified. This training program was one among the initiatives that elucidated the concept of protection under the Arvind care framework during this week.



CARE

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To promote the physical and mental well being

- **Eye check-up** camp facilitated by Lenskart was held where more than 50 employees got their basic eye check-up and availed the free first-time buyers benefit.
- **Blood donation** camp facilitated by Red Cross witnessed precisely 145 volunteers from our company.
- A quick **Zumba dance session** was conducted on all floors where our enthusiastic employees grooved to the tunes to break a sweat. This activity hit the chord where almost all employees on each floor enjoyed this short yet energising break.



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To provide a differentiated and engaging experience for you

Phase 1 : Rewards and Recognition Framework – **Arvind Applause Program**. This phase focuses on 2 categories of awards namely **value awards** – revolving around our core values and **Instant Recognition**.

A floor wise activity was designed and implemented to spread awareness on the concept of these two categories of awards. During this week, we also introduced Arvind Engagement Champs, a cross-functional team consisting of 21 members who will facilitate and lead initiatives aiming at a better place to work. Last but not the least, the Flexi-Working Hours Policy and the redefined Maternity Leave policy was initiated during this week



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Learning & Growth

To help you learn & shape your career

- **iLearn**, our own E-Learning Platform. Ms Shilpa Vaid, CHRO, inaugurated the launch event, followed by an orientation session by the L&D team. The inaugural batch covers 150 employees.
- Few other enthralling activities were **Dress to Impress** (tips and tricks for a quick yet dazzling make-up), **Basic Salsa dance**, **Basics of Mocktail & Cocktail making**, etc. we received an overwhelming response with requests for repeat sessions from our employees.
- We also launched the new disruptive chapter of **Wine & Fashion** for our Designer Fraternity. This was a welcomed event with high impact knowledge sharing and collaboration.



THE
CARE