

SOCIAL – EMPLOYEES

Inspiring Excellence with an Empowered Workplace

Fostering a sustainable workplace culture is at the core of our values. We believe in cultivating an equitable and motivated workforce that is united by a shared purpose and consistently strives for excellence. By promoting open dialog and encouraging diverse perspectives, we ensure that every voice is heard, helping us continuously improve and build a cohesive, high-performing environment.



DRIVING CONTINUOUS ENGAGEMENT

To foster continuous development and engagement, we conducted mid-year career and performance conversations across the organization. These conversations are designed to provide timely feedback, realign individual goals with organizational priorities, and support employees in achieving their career aspirations. To ensure the effectiveness of these discussions, targeted training sessions were conducted for the manager cohort, equipping them with the skills to conduct impactful, meaningful conversations. This initiative reinforces our commitment to fostering a culture of continuous learning and feedback, creating an environment where employees feel supported in their career growth.



ELEVATING EFFICIENCY AND EXPERIENCE

As part of our ongoing commitment to enhancing the employee experience, we have implemented Workday – a comprehensive digital platform designed to streamline our HR processes. With key modules such as digital onboarding and profile management now live, new employees can seamlessly complete their onboarding formalities digitally, while all our employees can maintain snapshots of their personal and professional information, ensuring up-to-date, accurate and ready to access records. Looking ahead, we are excited to introduce additional employee self-service features, empowering employees to access and manage their information more efficiently, further enhancing their overall experience.



INVESTING IN SKILL DEVELOPMENT

We recognize that building internal capabilities is key to organizational success, and thus, curate opportunities for individual and teams' professional development. We piloted a targeted learning workshop for our HR team, focused on Impactful Interviews and training around Behavioral Event Interviewing Technique. The objective was to equip our HR professionals with advanced interviewing skills to better assess candidate competencies through structured, event-based questions. By honing these skills, we ensure that our talent acquisition process is both thorough and aligned with the strategic needs of the organization, helping us attract and identify high-potential talent.

TO BUILD A COLLABORATIVE WORKPLACE

To foster a vibrant workspace culture, a series of events have been organized to enhance employee well-being and engagement at workplace. Key cultural events such as Independence Day and Ganapati Festival, Monthly birthday celebrations, sports events like table tennis tournaments, have become highlights, allowing employees to connect and come together as a team, and an organization.