Srei’s Employee Value Proposition

Srei believes in fostering a culture of wellness. It upholds heightened medical services for employees with appropriate leadership support, robust data base and year round reinforcing activities.

Throughout the year, Srei is dedicated to ensure employee wellness through the following modules:

- **Health Assessment Index**
  - An health assessment index (endorsed by a Senior Medical Practitioner)
  - Undertaken for all employees through an online questionnaire
  - Aggregate Results will establish a baseline of the wellness profile of Srei employees at large

- **Health Awareness Programme**
  - Health Sessions focused on bringing consciousness to employee on the following:
    - Health Coaching and wellness sessions
    - Addressal on Lifestyle related ailments pointing towards their causes and preventions.

- **Health Interventions**
  - Creation and fostering different sports clubs like Srei Cricket Club, Srei Football Club
  - Encourage employees to participate in Marathons Provide facility for Yoga & Meditation session in office premises

- **Pre-Employment Health checks**
  - Self-declaration of physical fitness as per Health Index Assessment
  - Medical Tests of the candidate

The key for Srei’s employee value proposition revolves around the pillars of insurance, wellness, health-care, health awareness and happy workplace.

For improved health care services, the organisation has brought about the following changes:

1. Improved Quality of workshops
   - Audio Visual Mode
   - Inducted Clinical Stalwarts & professional of Medical Fraternity
   - Introduced various areas of Preventive Health
3. Inclusions of New Medical Service Brands for nationwide support & services
4. Medical Support Tie-ups with Reputed Hospital brands
5. Managing Relationship with Multiple Employee Benefit Service Provider
   - Relationship with Multiple Insurer of various insurance segments
   - Insurance Third Parties
Premier Hospital Brands & Diagnostics Setup
Eminent Doctors & Clinical Professionals
Blood banks & Speciality Clinics

6. Support to Employee family during crisis beyond – A Step beyond claim settlement

7. Maintained Same policy cost with increase in coverage

8. Tie-ups with 3 major brands of the city for exclusive health check-up packages for SREI group employees & their families with following 41 new features. Srei has Corporate tie-ups with several hospitals for exclusive commercial & service benefits with major brands like woodlands, Miot, NEOTIA, etc.

Srei has been successful in organising Health Camp every 6 months. As an organisation Srei has accomplished health check-up in all the Kolkata branches by reputed hospital brands of the city. Participation includes 1100+ employees and support staffs. In addition NANAVATI HOSPITAL – A major healthcare brand of the city catered to our 92 Mumbai colleagues and support staff.

As part of its holistic initiative, the organisation celebrated World Sight Day on 9th of October. Eye Check-up Camp had been organised as well.

Srei’s efforts were recognised by the visitors as “most advanced and professionally managed Medical Camp with best possible portable eye check-up equipment.”

As a part of their Health Awareness campaign Srei also celebrated WOLD HEART DAY on 28th September. This event saw the participation of eminent cardiologists, cardiac surgeons & medical stalwarts of the city as speakers who have spared their valuable time by educating SREI employees on Clinical aspects of “Human organ – Heart”.

A tie-up with globally recognised Cord-life has given SREI members an option to opt for medical banking at a discounted price with much added benefits exclusively for SREI members. Some of the other initiatives undertaken throughout the year are:

- International Women’s Day
- World Asthma Day
- World Diabetes Day
- World Arthritis Day

To encourage employees to include health wellness in their everyday lives Srei has initiated the various activities such as Sports Club, Football matches with renowned city clubs, Stepathlon, Meditation and Yoga, Walkatons and Marathons.

Srei has developed a unique Group Medical Policy that has been recognized as one of industry’s best! The policy provides high flexibility to employees in need for higher value of risk cover. Overall Medical Limit can be enhanced upto Rs.20 Lakh at nominal cost. Srei has also prepared a Group Term Life and Voluntary Term Life policy for the benefit of its employees.

Srei strongly believes a happy workplace is a major contributor to wellness. Furthering the same purpose Srei actively organises picnics, social gatherings and networking events. It propagates and encourages employees to practise spirituality at workplace. Srei has embarked upon the voyage of motivating people to cultivate and integrate the
inner virtues and outer being; to discern the love of family, of humanity and the world and to view them as one in a journey towards happiness and service.

The sustained effort towards fostering ‘spirituality at workplace’ is constant in the initiatives adopted by the organisation and its senior management. Therefore besides having annual conclaves Srei also facilitates meditating sessions at workplace to refresh the environment for efficient thought process.

Srei is truly dedicated to empower the employees with world-class benefits, intellectual mind set and above all a secured and happy workplace.