

Global Healthy Workplace Awards

2023

#TCSFitterSaferHappier

01-09-2023





In a free enterprise, the community is not just another stakeholder in business, but is in fact the very purpose of its existence.
JN Tata (1839-1904)

We are TCS

A global IT services, consulting, and business solutions leader, partnering with the world's leading businesses in their transformation journeys for over 50 years.

TCS is a part of the Tata group, India's largest multi-national business conglomerate.

FY23

\$27 billion
revenue

615,318
employees

154
nationalities

35.8%
women in
workforce

12.7 million
learning hours
logged



Your safety and well-being are our top priorities and are paramount. As you dedicate and navigate TCS in digital and business growth frontier, remember to prioritize your safety and well-being. Balancing work-life and fostering a supportive atmosphere is unwavering. Let us continue to excel while taking care of ourselves and each other. Together, we will thrive, and our well-being fuels our success. Stay safe, stay well.



– K Krithivasan, CEO & MD, Tata Consultancy Services



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TCS Wellbeing

Belief Statement :

Health & Wellbeing are fundamental rights, and a shared responsibility.



TCS Wellbeing Operational Framework

Enables TCSers to lead an enriched life through holistic wellbeing.



Diverse Needs Focus

- Universal
- Differently abled
- Chronic physical health
- Chronic/severe mental health
- Access in different languages
- Sensitivity to different cultures



Needs Estimation Funnel

- Crisis management team
- HR connects
- COVID helpdesk
- Medical helpline
- Wellbeing mailbox
- Branch safety leaders
- Manager & peer referrals

Proactive & facilitative approach to address needs

TCS Wellbeing

Collaboration & Amplification

- HR
- Wellbeing teams
- D&I team
- MarComm team
- Social collaboration team
- Talent development team

More connects, more impact!

Support & Awareness Channels

- 24*7 counselor helpline
- Experts: Doctors, Psychiatrists, Nutritionists, Physiotherapists
- Live videos & podcasts
- Webinars
- Mailers, chats, blogs & stories
- Employee welfare team support

360° approach to wellbeing

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Healthy individuals for healthy organizations

Encouraging employees to commit to their own fitness by recording number of kilometers or hours of activity against which TCS contributes towards social causes.

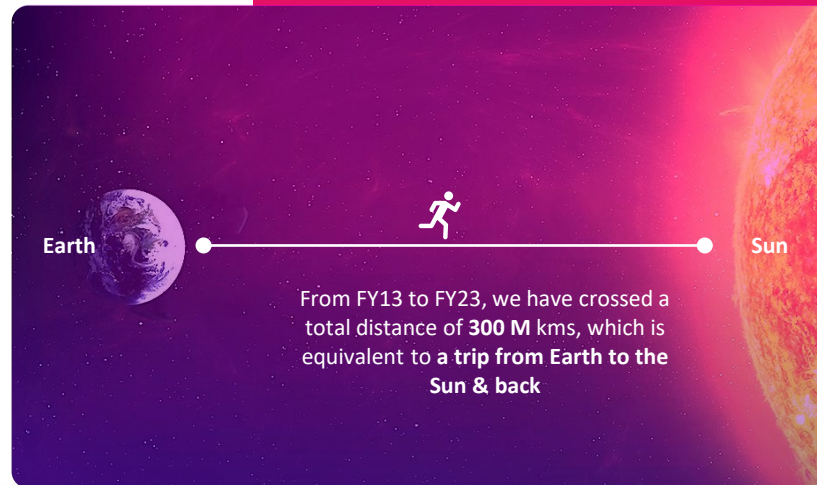


Offering

- Workplace Ergonomics
- Internal App based fitness calculators
- Gym at workplace and nutrition consultants
- Contribution to charitable organizations

Impact

- 63,600 active Participants logged physical activity equivalent to running 36 million kilometers



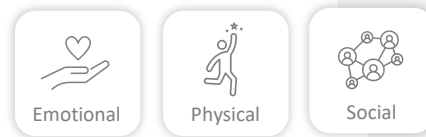
What our people say

"From not being able to run even 500 meters in one go to being a fitness enthusiast and a regular marathon runner, I learned, if you want to be self-disciplined, take things which are not very easy for everyone to do, and you just do them. It will have a great rub off effect on everything in your work and family life." - Venguswamy Ramaswamy, Global Head, TCS iON

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TCS Yoga

Holistic wellbeing for organizational excellence



Offering

- Yoga Therapy
- Daily Yoga
- Meditation
- Yoga Certifications
- 1:1 Counselling
- Sun Salutation Challenge
- Yogasana Championship
- Wellness Retreats
- Yoga Research

Impact

- 5.26 million Yoga practice minutes
- Yoga initiatives at TCS touched 94528 TCSers, families & friends

TCS has the world's first dedicated Corporate Yoga Council, for People Transformation & Business Excellence

TCS is the first Corporate to become an Associate Center of Indian Yoga Association

Holistic Wellbeing Framework

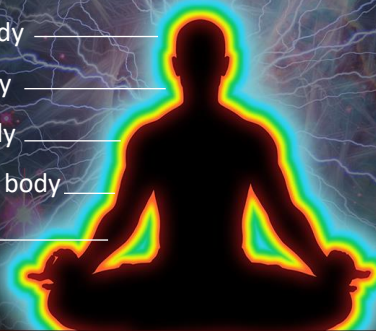
Physical body

Energy body

Mental Body

Intellectual body

Bliss body



What our people say

“Yoga helped me overcome running injuries & frozen shoulder pain within weeks. Yoga has helped me in keeping peace of mind, reducing stress levels and developing mindfulness. I am now a firm believer in Yoga. I practice Yoga daily to rejuvenate my mind, body and soul” - Ashok Pai, SVP, Global Head – CBO

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TCS Cares

A Wellbeing initiative dedicated to mental health and psychological wellbeing.



Offering

- Professional EAP Counselling services 24*7 helplines in all geographies
- In-person onsite counselors
- Emotional and mental wellbeing leave
- Peer Counselling Program
- Self-help courses and assessments
- Manager referral process
- Suicide prevention protocols
- Web Based Training (English, German, Japanese, French, Spanish)

Impact

- **214** lives saved
- 25861 Emotional Wellbeing Leaves availed
- 18983 Counseling sessions availed globally
- EAP utilization close to 4%



What our people say

I am highly indebted to TCS for the unconditional support and care provided in 18+ years while suffering from severe Paranoid Schizophrenia. I have undergone 400+ counselling sessions since 5+ years. No other company does it the way Tata's have done and gone out of the way to support me.

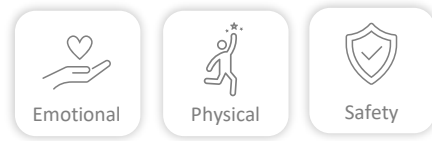
- Amit Batra, Program Manager, TCS Corporate Marketing Research & Advisory

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Occupational Health & Safety

Making safety the way of life, extending safety beyond the workplace, making TCS a zero-fatality company.

TCS has 128 locations certified for Occupational Safety and Health Management system as per ISO 45001:2018.



Offering

- Medical rooms 24*7 operational
- Health insurance and health screenings
- Inclusive policy (same sex partner as beneficiary, sex reassignment surgeries, mental ailment treatments)

Impact

- 499k+ associates touched base on Safety First dimensions
- 1035+ key events/activities undertaken across centers
- 213k+ associates touched through various health initiatives
- 4200+ network of Safety Champions & Health Marshals
- 20k+ associates covered in 5S self defense training

What our people say

I would like to express my deepest gratitude to TCS for all the support and care that is meted out in providing excellent medical facilities on site. It always makes me feel so valued and cared for as an associate.

- Shivkumar Saluja, Delivery Center Head, GG7

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Social Wellbeing

Maitree: Community of TCSers and their families who plan activities that help create a bond among employees and promote work-life balance and wellbeing.

Offering

- Associate driven clubs – Trekking, Music, Photography, Art, Sports, Toastmasters and more
- Community Building Outreach
- Radio Maitree

Impact

- TCS associates participated and won accolades in inter-corporate events like Photography, Toastmasters, Sports
- TCSers bagged **40 awards** in external sports events
- TCSers have built sustained relationships with schools and community and volunteer in education, health & environment initiatives; received **5 awards** and appreciations

What our people say

It's a great platform by TCS where you can actually make friends, maintain your work life balance and do some meaningful contribution towards the society. I am glad that I am a part of it. Cheers to life, Cheers to Maitree!

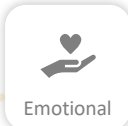
- Fouzia Khan, Project Manager, Tata Motors



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#HOPE (Hours of Purpose by Employees)

TCS launched #millionhoursofpurpose targeting 1 million hours of collective volunteering effort by employees every quarter. The volunteering effort in Q4 2023 contributed to 2.8 million hours.



Offering

- **Climate action** - Tree plantation, energy conservation, protecting biodiversity, cleanup drives
- **Health & safety promotion** - Mental health awareness, blood donation, road safety drives
- **Poverty alleviation** - Donating food, clothes, books, toys
- **Skill-based volunteering** - Adult literacy, skilling and mentoring for youth employment

Impact

- 40,000+ volunteers contributed 898,000 hours, benefiting 394,000 individuals in the community
- Awarded Gold at The Economic Times Human Capital Awards 2022 in the Excellence in Social Initiative category
- Climate actions resulted in preventing GHG emissions equal to driving from earth to moon for a month
- TCSers donated blood to save lives of a town like Flint, Michigan or Kapurthala, Punjab
- TCSers donated enough necessities like pulses, food, clothes to serve a town like Jamshedpur for a day
- TCSers provided enough food to feed all the flamingoes in the world for a day

What our people say

These HOPE Events brought positive impact in my life. Now, I wake up early, walk/jog in this beautiful green environment, be humble and above all, care for our society and environment. I now believe in counting positives in my life rather than grumbling what went wrong. I am now a responsible TCSer who understands well – “All work and no care for society makes an associate purposeless in ones’ life” - Neelabh Neeraj, Functional Consultant, GE

HIGHLIGHTS

200+ lives saved

tcs Cares

2.8 million
volunteering
hours



63,600 active
participants logged
physical activity
equivalent to running 24
million kilometers

tcs Fit4life

4.5 million lives
touched by
community
initiatives

tcs Maitree

1.5 million -
Yoga practice
minutes

tcs Yoga

0.84 million associates
and dependents
vaccinated through 60
TCS facilities and 330
partner set-ups



A Fitter, Safer, Happier Workforce

A 96.7% PULSE satisfaction score where associates believe that TCS contributes positively to their wellbeing



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Thank You