



Enriching Employee Wellness During A Pandemic

Mental health and wellness at the workplace have always been focus areas for Qualcomm. The pandemic is an opportunity to enrich the mentally healthy workplace culture.

A Culture of Connection: Done through check-ins – where Managers proactively reach out to their teams/directs to check on them and their family’s wellness. Employee Networks and HR Teams are actively engaged to ensure employees are supported throughout.

Mental and Emotional Wellness Sessions Organised: Topics like Emotional resilience during lockdown/ COVID-19 Impact on children/ coping with anxiety, stress and panic/ what constitutes good mental health/ guiding children and teens/ strengthening relationships (work and personal) and managing elders and family members to foster awareness.

Modified Work Hours and Norms: Meeting time reduced/no meeting time zones/ notification pop-ups on the laptop screen to ensure employees get up from their seats/drink water/meals etc. are ways to reduce workload stress and prioritizing

Personalised EAP: Stress is inevitable in the workplace and life, but it does not have to be pervasive. Our offerings under our Employees Assistance Program (EAP) ensure employees confidentiality. It provides personalized support with curated online sessions from professional counsellors for employees & families. There are assessments conducted to gauge the mental wellbeing under EAP, so that they seek appropriate support.

Home Domiciliary: For employees, who are unable to attend work due to situations like, childcare, illness, elder care, or a required quarantine, have been provided with flexible guidelines for assistance. We launched the home domiciliary policy, in partnership with a leading insurance

group, to provide additional benefits not covered in the regular insurance program for COVID positive employees.

Resource Portal: A web portal with appropriate resources and guides for managers for working a virtual environment is available. As a token of appreciation of employee resiliency, Qualcomm observed a global day off to mark its 35th anniversary. Additionally, employees were gifted items to enable better ergonomic work environment at home.

