



Segmented Approach To Wellness Winning Hearts

At Mondelez India, the holistic wellbeing of colleagues has always been a critical part of talent strategy and employer proposition. For over four years now, the company's wellness strategy puts the employee needs at the heart of its design, offers a segmented benefit that is focussed holistically across aspects of physical emotional and financial wellness.

Mondelez Wellness Pillars

EMOTIONAL WELLNESS

- Winners Toolkit – Resilience and growth mindset
- Mindfulness sessions
- Access to empanelled counsellor

PHYSICAL WELLNESS

- Segmented wellness program by geography (eg north branch focus on cardio health vs one of our plants focus on back and muscle)
- Virtual wellness apps

FINANCIAL WELLNESS

- Benefits for you
- Investment coaching cafes
- Tax planning and filing support

Segmented

Employee Optimised

Holistic

Designed Dynamically Renewed

Digital

Agile

Blended

We at Mondelez, are proud of how our program has evolved over the years – from our focus on wellness at work to WELLNESS IN WORK & LIFE. Aligned to that ethos we have also selectively included colleagues' families in the ambit

Employee Centred Segmented Approach: Putting the employee at the heart, has been the most critical success factor of their strategy – and it has helped pivot the content, design and spread of offerings – in a way that makes it relevant and makes it touch lives.

Eg: They use pattern analytics of physical health check-ups by function/ location to curate segmented wellness initiatives e.g cardiac for a location vs stress management for yet another. To make it fun, they gamify these too.

Accent Shift from Physical Wellness to Holistic Wellness: Recognising that emotional wellness has been top of mind in recent months, the company has seen a higher uptake of emotional wellness programs vs prior years. While teleconsultation and access to psychologist is offered to employees by partners; through wellness partners, the company has taken gym & mindfulness to colleagues' homes through mindfulness apps. Engagement efforts also include sessions on Sound Healing, Balancing Body and Mind, Dance classes, and Workshops with key practitioners on Emotional Wellbeing. The company also hosts a Wellness Hour every week

Resilience - The Winners Toolkit:

Mondelez realised early on, that ambiguity was the biggest stressor in Covid times. A virtual learning offering, focused on building resilience & finding energy reserves to stay resourceful, was curated and the company had over 10k hours of these programs enabling a "possibilities mindset"

amongst employees.

Culture of People @ The Heart of Growth: More than these initiatives alone, the Mondelez culture puts employees at the heart, celebrates diversity, provides flexibility, and encourages people to be who they are

