



## Employee Wellness at SLK Global Solution

*Employees are at the heart of SLK Global. They are at the fulcrum point and we at SLK always consider the health and well-being of our employees as a top most priority. Our four cornerstones - We care for our Employees, our Clients, our Community and the health of our Organization are testament of this fact.*

### RAPID ROUNDUP

- COVID Star recognition awarded to employees for their dedication, hard work, commitment for going out of their way during pandemic
- Regular and frequent town-halls and connect with Senior Management helped in motivating employees
- In these stressful times, SLK Global ensured promotions, salary increments and continued R&R activities to boost employee morale

**Pre-COVID:** Employee Engagement and Well-being – SLK Global has been conducting Employee Engagement activities before COVID too. With various activities aimed at aspects of team building, personal growth, awareness, self-protection and personal welfare to regular activities such as sports tournaments, carnival, camaraderie, doctor consultation, personal defense workshops for female employees are few of the activities that were undertaken as a usual practice.

**COVID-19 Response:** With the COVID-19 pandemic bringing the world to a standstill, SLK Global's approach was an all-round effort to keep its employees up to date with the happening within the organization. We continue to engage with the employees at various levels, to offer assistance for health and emotional well-being in order to maintain a healthy work-life balance.

**Formation of COVID core committee:** As soon as nation-wide lockdown was announced, a Health and Safety Committee was formed that aimed to utilise and promote the use of all H&S compliance programmes – Safe Work Methods, Live Well Program, and OSH Policies.

**Building Awareness:** Daily communication with all employees across locations via SLK Team Connect, HR Buzz (mail-er), SMSes, screen saver as well as bulletin boards for general awareness, best practices and prevention techniques issued by WHO.

**Employee Safety & Comfort:** Our facilities team ensured sanitization and fumigation of offices and cabs, provision of special transport arrangements to office, Company paid accommodation during lockdown, food arrangement, social distancing, face mask, security screening & audit checks by ESRG in office.

**Employee Connects:** Virtual connect with Leadership, daily team connects and check in. Bi-Monthly virtual town halls, named 'COO'Live' - a connect with the COO of the organization to maintain sense of belonging within the company, Q/A session, new updates and employee reassurance.

**Live Well Program:** In all our global offices, to fight this pandemic, a 'Live Well Program' was launched. Since its launch, the team have conducted various wellness activities such as Virtual High-5, Free Eye Check-up and Breast Examination, as well as virtual Yoga sessions. A series of Wellness Talk, which covered various topics such as COVID-19 awareness and how to cope during pandemic, Stress Management, Sleep Disorder and Management were also conducted.

**Training and Development:** Facilitating trainings for employees to manage and work in remote teams.

**Employee Welfare:** Bi – Weekly doctor consultation for all, Antibody testing, Stress & anxiety guided meditation during Covid-19 for mental and emotional wellbeing. Access to an HR Help Desk, 'Your opinion matters' survey to understand and address concerns.

**Rewards and Recognition:** Making sure to acknowledge those who were exceptional performers during the pandemic and to appreciate their hardwork and dedication. To promote job security and to reiterate on the success of the organization and its employees by announcing appraisals and promotions.

**Engagement Activities:** Virtual and on-site employee activities such as Twins day, stylist mask week, Navratri week were conducted to keep employees engaged and to keep their morale high. All activities were always organized with keeping social distancing in mind and to inculcate the feeling of this being the new normal.