



Employee Wellness Policy

At Apraava Energy, we recognise Wellness as one of the important **drivers for business success**. The Wellness of our employees continues to remain an integral part of our **work culture** and it truly reflects Apraava Energy's 3 core values - Respect for People, Operational Excellence and Sustainability through Responsibility. This policy reiterates the importance that the organization places on employee wellbeing.

While Wellness & Health have been vividly defined by various authorities across the globe, we have adopted the most widely accepted definition of Health by World Health Organisation; ***"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity"***

Employees who have a feeling of wellbeing **perform better at work** and achieve higher results. We believe that the culture of wellness **progressively inspires** the employee's family and the entire community with which they socially interact.

Promoting a culture of wellness is **incredibly challenging and rewarding**, especially as we understand wellness is often **a choice and way of life**.

At reasonable pace and level, Apraava Energy aspires to extend the culture of wellness **beyond its operational boundaries** into wider communities.

We, at Apraava Energy, will,

- Provide a safe, healthy and open work environment for productive contribution to business.
- Provide a favourable environment for professional and personal growth & development.
- Provide periodic medical screening to monitor health indices and obtain necessary advice.
- Encourage work-life balance through appropriate policies.
- Provide avenues for meaningful contribution to society and encourage staff volunteering.
- Encourage initiatives by business units for promotion of sports tournaments and competitions, healthy lifestyle workshops and provision of healthy diet in cafeteria.
- Create awareness for preventive check-ups, life style changes, and facilitate information sharing and resources.
- Encourage creative and best practices sharing among business units using intranet and other channels.