



Beyond Wellness: HCLTech's 360° Health Revolution Sets New Industry Standards

HCLTech

Best Benefits, Wellness and Well-Being Program

November 2024



Company Background

HCLTech

Company-at-a-Glance	
Headquarters	Noida, Uttar Pradesh
Year Founded	1976
Revenue	USD\$13.270 Mn
Employees	227,481
Global Scale (Regions that you operate in or provide services to)	60+ Innovation Labs help ideate, develop, and deliver futuristic solutions through next generation technologies for the business transformation journeys of its clients. 210+ Delivery Centers support global customers and partners by providing access to the latest technology expertise and business-oriented technology solutions. HCLTech delivers holistic services across industry verticals to leading enterprises, including 250 of the Fortune 500 and 650 of the Global 2000.
Customers/Output, etc. (Key)	HCLTech offers its services and products through three business units: IT and Business Services (ITBS),



customers and services offered)	Engineering and R&D Services (ERS) and Products & Platforms (P&P). With a focus on Cloud and AI/ML, HCLTech drives – through strategic business units – partnerships with the world’s leading technology firms to create new and differentiated IPs/solutions and accelerate the digital journey of its clients. The vast experience and business acumen coupled with these dynamic innovators enable HCLTech to solve global business problems, across various industry verticals, categorized as Financial Services, Manufacturing, Technology & Services, Telecom & Media, Retail & CPG, Life Sciences & Healthcare and Public Services.
Industry	Information Technology & Consulting
Stock Symbol	NSE: HCLTech
Website	https://www.hcltech.com/

Fit to the Needs

HCLTech is a global company that operates in the technology industry, home to 225,900+ people across 60 countries, providing services in digital, engineering, cloud, AI, software, and other technology-related fields. They work with clients across all major verticals, providing industry solutions for Financial Services, Manufacturing, Life Sciences and Healthcare, Technology and Services, Telecom and Media, Retail and CPG, and Public Services. Consolidated revenues as of 12 months ending December 2023 totaled \$13.1 billion.

The company is committed to the wellbeing of its employees, as demonstrated by its various program, which focuses on inclusive wellness and aims to increase awareness among employees and encourage them to prioritize their physical, mental, and emotional well-being.

Business Conditions and Needs that drive HCLTech to develop a wellness program includes:

HCLTech operates globally in 60 countries with employees in diverse locations, are from various regions, have different cultural norms, and environmental factors for which it is necessary to provide consistent support and a standardized experience by incorporating localized initiatives that resonate with regional preferences and needs. As the organization has a diverse workforce spanning various demographics like gender, communities, generational and various other aspects, because of which the organization felt the need of implementing



personalized wellness programs tailored to specific demographic groups, for different age brackets or culturally sensitive initiatives that cater to diverse ethnic backgrounds and lifestyles.

As per the situational changes and due to the rise of remote and hybrid work arrangements, there is a need to prioritize wellness initiatives that support employees' well-being regardless of their location or work setup. So rather than focusing solely on **work-life balance**, the organization wanted to shift towards promoting **work-life integration**, recognizing that employees' personal and professional lives are interconnected. In the current scenario, people are recognizing the importance of inclusivity and diversity in wellness programs that cater to the diverse needs and backgrounds of employees. Therefore, the organization wants to focus on wellness initiatives which are accessible and relevant to people of all **backgrounds, abilities, and identities**.

As the scenario is changing, HCLTech also leverages **technology** in its operations, whereas it's essential to integrate digital platforms and tools to provide convenient access to wellness resources, tracking progress, and fostering community engagement, aligning with the company's tech-forward culture.

The organization values its organizational culture as well. A wellness strategy will reinforce cultural values of care, collaboration, and innovation, fostering a supportive environment where employees feel valued, connected, and empowered to prioritize their well-being.

Use this area to discuss a high-level description of the wellness program in your organization. What goals did you establish and were they achieved?

Details:

“Anchoring 360-degree Health and Wellness”, an inclusive approach. The organization is increasingly adopting an inclusive approach towards wellness, addressing not only physical health but also mental, emotional, social, and even financial well-being. This includes offering a wide range of resources and programs that cater to various aspects of employees' lives, such as stress management, mindfulness, resilience training, financial planning, and social connection.

“Anchoring 360-degree Health and Wellness”, - Inspired by HCL Technologies **Founder Mr. Shiv Nadar’s** vision of making **‘HCLTech- the Healthiest Workplace’**, towards health and wellness in HCLTech is deeply rooted in his belief that employees are the most **valuable asset** of the organization. They follow a proactive approach towards health, focusing on prevention, education, and



creating a supportive work environment where employees feel valued and cared for. His vision aligns with HCLTech's commitment to fostering a culture of well-being and ensuring that employees thrive both personally and professionally.

It embodies a culture of wellness that extends far beyond a mere campaign – ‘**Anchoring 360-degree Health and Wellness**’, it’s a comprehensive approach encompassing employee communications, initiatives, and benefits packages designed to educate, empower, and support employees in their wellness journey. More than just disseminating information, it cultivates an environment of care, appreciation, and encouragement. As we transition into a hybrid work era, nurturing a culture of wellness within the organization enhances employee loyalty and productivity, diminishes absenteeism, and boosts motivation across the board.



HCLTech’s commitment is towards employees, their family members, customers & the community where they operate in. All the six-segments focused on multifold approaches to institutionalize trust, safety, and stability through people practices, creating a safe & healthy place and building a wellbeing culture.



Anchoring 360 ° Health & Wellness

Purpose Wellbeing
 It is defined as people liking what they do each day and striving to achieve their goals.

Social Wellbeing
 It is defined as improving and maintaining positive interactions with other people i.e. with local and global communities.

Financial Wellbeing
 It is a state of being wherein a person can feel secure in their financial future and is able to practice positive financial habits.



Physical Wellbeing
 It is the ability to maintain a healthy quality of life.

Emotional Wellbeing
 Ability to produce positive emotions, moods, thoughts, and feelings, and adapt when confronted with adversity and stressful situations.

Community Wellbeing
 It is about giving back to the community by engaging and getting involved in the area where we live and work.

Every program identified under each of the above segments are curated on the principle of:

Stay Fit & Mindful	Focused on physical and emotional wellbeing
Stay connected	To create a purpose; individual, team, and organization
Stay compassionate	Focused on community giving
Stay Inclusive	Focused on building an inclusive workplace
Stay relevant	Focused on continuous learning and growth

After several years of wellbeing strategy launch and carefully adding pillar by pillar to the strategy and curating programs under each of the pillars, HCLTechies begin to see the value that wellness programs provide.

The organization explicitly defined goals for each of these pillars and created core teams to work closely to track performances which in turn helped HCL Technologies to make necessary changes in their approach wherever and whenever it was required. At HCLTech, health and well-being of HCLTechies and their families and of the community where they operate in continue to be one of the biggest priorities, led by the ‘Anchoring 360-degree Health and Wellness’ program that covers all related needs through the goals defined below which focuses on People (HCLites, Families & Community), Place (Workplace & Community) & Culture Building i.e:



360° Health & Wellness Goals description & expected outcome		
Wellbeing Segments	Goals Description	Outcome
Purpose Wellbeing	It is defined as people liking what they do each day and striving to achieve their goals	<ul style="list-style-type: none"> • Psychological sense of well-being • Better Job satisfaction
Social Wellbeing	It is defined as improving and maintaining positive interactions with other people i.e with local and global communities	<ul style="list-style-type: none"> • Sense of connectedness and belonging • Improved collaboration
Financial Wellbeing	It is a state of being wherein a person can feel secure in their financial future and is able to practice positive financial habits	<ul style="list-style-type: none"> • Sense of connectedness and belonging • Improved collaboration
Physical Wellbeing	It is the ability to maintain a healthy quality of life	<ul style="list-style-type: none"> • Alleviate stress. • Improved engagement levels
Emotional Wellbeing	It is the ability to produce positive emotions, moods, thoughts, and feelings, and adapt when confronted with adversity and stressful situations	<ul style="list-style-type: none"> • Reduced stress • Strengthen interpersonal relationship
Community Wellbeing	It is about giving back to the community by engaging and getting involved in the area where we live and work	<ul style="list-style-type: none"> • Sense of belonging • Culture building



Design and Delivery

As per the current scenario, HCLTech continues to prioritize the wellness of their employees, their families, and the communities they serve. Their innovative interventions have now evolved to focus on enabling employee resilience in the face of ongoing challenges. In addition to promoting wellness, they are also focusing on enabling employee resilience and implementing measures to ensure the well-being and safety of their employees as they continue to work diligently to meet the needs of the clients. By allowing employees to choose how they work, they are empowering them with more freedom and control over their work life balance.

In today's fast-paced and stressful work environments, it is crucial for companies to prioritize the health and happiness of their employees. The importance of wellness and wellbeing programs in organizations cannot be overstated. A healthy and happy workforce is more productive, engaged, and motivated. Wellness programs can help employees improve their physical and mental well-being, leading to a happier and healthier workforce.

HCLTech has a strong focus on the health and wellness of its employees through various initiatives and programs:

HCLTech offers a comprehensive "Wellness Program for Employees" that provides integrated medical solutions on campus, including routine check-ups, diagnosis and treatment of common ailments, chronic disease management, health checks, laboratory services, and more.

HCLTech also conducted a few **major Wellness events** to promote overall wellness and well-being among its employees, stakeholders, and sometimes the broader community. By investing in such events, the organization **aims to create a supportive and healthy work environment that benefits both the employees and the organization as a whole.**

Enhancing physical and mental health among employees can lead to a more positive work environment. By focusing on well-being, the event helps employees achieve a better work-life balance. These festivals often foster a sense of community and belonging, encouraging employees to connect on a personal level beyond their professional roles. Raising awareness about various health issues and providing resources for healthy living empowers employees to make informed choices about their well-being.

Spotlight events of the year:

HCLTech recently organized a 3-day "BE WELL" employee wellness program at its various campuses. By hosting programs that promote rejuvenation through activities like musical concerts, fitness challenges, therapeutic crafts, counseling

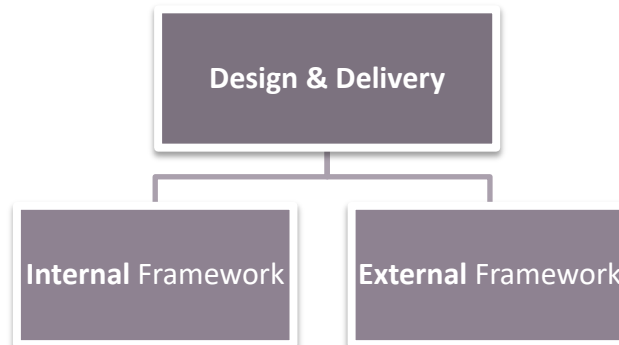


sessions, guided meditation, and more, HCLTech creates a holistic approach to wellness that addresses physical, psychological, and relational well-being. This holistic focus on employee health and wellness not only benefits the individual employees but also contributes to a positive work culture, increased awareness of health and well-being, and overall employee satisfaction within the organization.

HCL Tech Green Run 2024, HCLTech achieved a monumental feat recently by breaking the Guinness World Record title for the 'Most People Running Simultaneously across Multiple Venues'. The record attempt was successfully completed by a remarkable 2,349 HCLTech employees across four locations: Noida, Chennai, Bangalore, and Lucknow.

Showcasing the power of community and health consciousness on a global scale, it surpasses the previous record set by Kayla Itsines and the BBG Community in Melbourne, Australia, in 2016, which saw 2,195 participants.

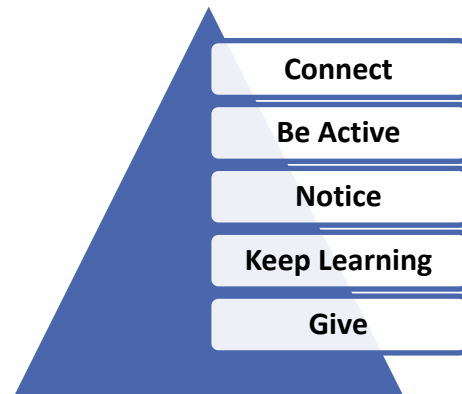
At HCLTech, Design and Delivery of wellness program is divided into 2 frameworks:



At HCLTech, the External Framework consists of 5 ways of wellbeing focusing on 360° Health and Wellness are simple actions practiced in maintaining and improving employees' mental health and wellbeing. These practices are integrated into the company's wellness initiatives to support employees in achieving inclusive wellness. HCLTech aims to create a supportive and nurturing environment that prioritizes employees' mental health and overall wellbeing. These practices not only help in maintaining a healthy work-life balance but also contribute to a positive and thriving workplace culture at HCLTech.



External Framework



Connect:

- Encouraged regular communication and check-ins between employees and supervisors to assess mental and emotional wellbeing.
- Fostered a sense of community and support among employees through team-building activities and open communication channels.

Be Active:

- Implemented a comprehensive workplace wellness program that includes physical activities, fitness challenges, and opportunities for employees to stay active.
- Promote regular exercise and movement breaks to support physical health and overall wellbeing.

Notice:

- Organized mindfulness sessions, counselling services, and stress management workshops to help employees manage stress and anxiety effectively.
- Encouraged employees to practice self-awareness, reflect on their feelings, and prioritize their mental health.



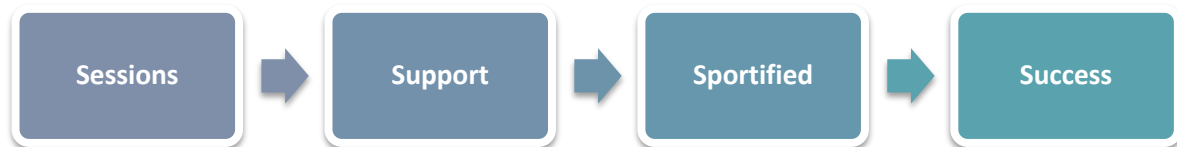
Keep Learning:

- Provided opportunities for continuous learning and personal development through training programs, workshops, and skill-building sessions.
- Supported employees in expanding their knowledge, acquiring new skills, and staying engaged in lifelong learning.

Give:

- Fostered a culture of giving back and social responsibility by organizing volunteering activities and community engagement initiatives.
- Encouraged employees to contribute to charitable causes, support their colleagues, and engage in acts of kindness within and outside the workplace.

Internal Framework



Sessions	<ul style="list-style-type: none"> • Physical wellness • Mental wellness • Emotional wellness • Financial wellness • Gender focused.
Support	<ul style="list-style-type: none"> • Employee Assistance Program (EAP) • Parent Pro, a global Platform for Parenthood. • Clinical support



	<ul style="list-style-type: none"> • Care plans. • Infrastructure
Sportified	<ul style="list-style-type: none"> • Health challenge • Marathons • Sportathon • “BE WELL” Festival
Success	<ul style="list-style-type: none"> • Certifications

HCLTech wellbeing strategy of ‘360° Wellness and Wellbeing’ ensured that they are proactive in creating relevant and effective programs, providing tools, platform and required support not only to HCLites and their family members. There have been numerous initiatives to help the communities where they live and work. Below are some of the program briefs mapped to the wellbeing pillars:

Objectives & Initiatives linked to Goals			
Objectives	Initiatives	Brief	Goals
Peer Support	Peer to peer campaigns	HCL teams collaborating to share and promote a common cause within the organization	Purpose wellbeing
Communication	Communication mailers	Through these communication channels, HCL Technologies well-	Purpose, Social, Financial, Physical, Emotional,
	Intranet		



	<p>Social media campaigns</p> <p>Tele call</p> <p>In campus Kiosks/campaigns</p> <p>Tele messages</p>	<p>planned and well-executed their wellness & wellbeing campaigns to inform, educate and inspire HCLites</p>	<p>Community Wellbeing</p>
<p>Volunteerism</p>	<p>Wellbees</p> <p>Community Champions</p>	<p>True catalysts for organization's wellness & wellbeing strategy and advocates of healthy lifestyle knowledge and behaviors in the organization</p>	<p>Purpose, Social, Financial, Physical, Emotional, Community Wellbeing</p>
<p>Health Education</p>	<p>Mailers</p> <p>Expert sessions</p>	<p>Health education is achieved in the organization through health education mailers and expert doctor sessions conducted</p>	<p>Financial, Physical, Emotional, Wellbeing</p>
<p>Knowledge sharing</p>	<p>Communities of practice</p>	<p>HCL Technologies communities of practice page on Wellbees is a knowledge sharing platform within the organization</p>	<p>Purpose, Social, Financial, Physical, Emotional, Community Wellbeing</p>



Sense of community	HCL Grant	It aims to achieve sustainable rural development by supporting NGOs doing path-breaking work across India in the thematic categories of Health, Environment, and Education	Community Wellbeing
	HCL Samuday	Developing source code of Sustainable, Scalable and Replicable model of Rural Development through critical services in health	
	Power of One	Driven by the commitment and giving back spirit of HCLites	
Easy Health options	Virtual Healthcare	HCL Technologies designed these health options keeping the need of employees in mind and the best available industry offerings. This will help employees to have medical insurance planned for self and their families. There are certain aspects which are the key differentiators and basis which HCL's	Physical, Emotional, Wellbeing
	Preventive Health check		
	Lab/Testing		
	Managed care plans		
	Digital App for Mental Wellbeing – Your Dost		



		offerings stands exceptional	
Safety	Update personal records and health status	HCL Technologies has inbuilt this login check on the Intranet to get confirmation from HCLites on their and family's health status	Physical & Emotional, Wellbeing
	PROTEK certification	HCL Technologies has become the first IT company in India to achieve the 'PROTEK' certification from Intertek, the world-renowned quality assurance leader, that tests and inspects the end-to-end health and safety of people, places, and products	
	Mobiosafe app	To monitor the health & wellbeing of the employees during hybrid work environment	
Accessibility	HCL Healthcare helpline	HCL Technologies has set up a 24X7 global helpline to provide free healthcare consultation for employees	Physical & Emotional, Wellbeing



	SARAS (Self-Assessment Risk Analytics System)	HCL Technologies have launched the COVID-19 Self-Risk Assessment tool, an online form, which will help assess employee symptoms and determine their COVID-19 risk exposure basis the information shared by employee	
Built environment	On site clinic with doctors and nursing support at major facilities Ambulance & Pharmacy services	HCL Technologies partnered with HCL Healthcare to set up multispecialty clinic on campus with Diagnostic tests, sample collection services, expert doctor consultation and nursing support	Physical & Emotional, Wellbeing
	Vaccination centers	HCL Technologies partnered with licensed and approved vaccination providers to convert part of their facilities as COVID 19 vaccination centers for HCLites and their families	
	In Campus Physiotherapists	HCL Technologies partnered with HCL Healthcare to set up dedicated physiotherapy lab for employees to	



		manage the lifestyle related needs	
	Inhouse fitness center / Gymnasium	In house fitness centers are available in offices to promote, maintain and enhance their health so they can maximize their physical and mental fitness.	
Wellness programs	Digital Challenge Health	HCL Technologies launched Digital Health Challenge in partnership with leading health app provider where employees compete with their colleagues in daily and weekly health challenges	Financial, Physical & Emotional Wellbeing
	HCL Healthcare Program	Various health programs & drives were launched for HCLites and their families	
	Life coach sessions	Specialty life coach services provided-counselling, focus on mental and emotional health	
	Financial expert partnerships	HCL Technologies has partnered with all leading banking	



		institutions and consulting firms who provide timely information and educate HCLites on financial goals & planning	
Wellness events	Physical, financial sessions	emotional, wellbeing	Wellbeing sessions were which would benefit the physical and mental health, financial wellbeing of HCLites
	Be Well Festival		A one-of-its-kind Benefits & Wellness festival to elevate employees' Mind, Body, Heart & Soul.
	Green Run		HCL Technologies has organized the Green Run in various locations, flagging it off in all locations simultaneously. It is not just a race; it's a movement towards a greener, more inclusive future.
	Celebrate international days	various health	Celebrating various international health days and planning events around it to education HCLites
Leadership support	Leadership commitment	HCL technologies leadership is	Purpose, Social,



	Leadership townhalls	committed to HCL’s Assuring Wellbeing strategy and ensures their active participation in all the programs and initiatives	Financial, Physical, Emotional & Community Wellbeing
	Leadership response		
Employee Benefits	HCLTech Benefit box	HCLTech Benefit box Program available exclusively to HCLTech employees. Benefitbox is a first of its kind, comprehensive employee benefit program which extend HCLTech’s promise to its employees that we care and provide all available offers and discounts and partnered benefits to HCLites	Financial, Physical, Emotional & Community Wellbeing
Support Programs	<p>Tax saving support programs.</p> <ul style="list-style-type: none"> • Food wallet • Fuel & vehicle reimbursement. • Leave travel allowance. • Company car lease 	Tax savings support programs and components were introduced so that employees can avail and plan their tax component	Purpose, Social, Financial, Physical, Emotional & Community Wellbeing



	Employee Assistance program	It is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services by experts to employees who have personal and/or work-related problems	
Policies	Family Assistance Program	To provide financial support and assistance to the deceased employee's family, so they receive assistance when they most critically need it and get financial support to rebuild their lives and secure the future of the surviving beneficiaries and children.	Financial, Physical, Emotional & Wellbeing
	Parent Pro	Global Platform for Parenthood. It's a platform that serves as a ultimate resource hub, packed with an array of valuable programs, curated toolkits, and exclusive benefits just for parents to be and for parents.	



	Flexible Health & medical insurance	Provide comprehensive health and medical insurance coverage to indemnify our employee and their immediate family dependents
	Disability insurance	Providing the financial support during unfortunate accident of employees
	Term Insurance Cover	To provide financial support and assistance to the deceased employee's family
	Voluntary OPD plan	To cater to day-to-day medical needs for self and family
	National pension scheme	It is a government led retirement contribution savings plan during the employment period
	Superannuation	It is a welfare scheme aimed to provide employees with social security post-retirement from their service.



HCLTech continuously evaluated their wellbeing programs and added/modified or discontinued some of the programs based on the current need and requirements of the employees and their families.

HCLTech focused on amplifying specific programs to supercharge their employees towards wellness & wellbeing:

- **Health Challenge:** To ensure employee participation & engagement during the hybrid work environment which keep employees encouraged to work towards a healthy workstyle.
- **Care Plans:** Managed Care Plans have been designed to empower HCLTechies and their dependents to manage their chronic health condition as well as improve their overall well-being.
- **Arogya world certification:** Healthy workplace requires healthy workplace practices, leadership that drives these practices inside and outside the workplace. Arogya world certification recognizes organizations for their leadership and commitment to health, data on employee engagement, health program participation, and health outcomes.
- **Your Dost:** Provides an online counseling and emotional support platform designed to foster mental wellness. It anonymously connects the person with the right expert from the panel consisting of psychologists, psychotherapists, counselors, life coaches and career coaches, who understand and guides completely confidential individual sessions.
- **Be Well Festival** – An employee wellness program, aims to increase awareness among employees and encourage them to nurture holistic wellness. A one-of-its-kind Benefits & and Wellness festival to elevate employees' Mind, Body, Heart & Soul.
 - **Mind Zone:** Dedicated to mindfulness journey, with Brain games, mental illusion & flow Junctions.
 - **Body Zone:** Recharge with Body massagers, overcome fitness obstacles, & express yourself through intuitive body movement.
 - **Heart Zone:** To feel the warmth of your emotions, letting your inner child out with childhood games, expression wall.
 - **Soul Zone:** Discover peace, embrace nature, savor calming sounds, balance energy at Meditation, Sound healing, Forest Bathing & 7 chakra rooms.
 - **Benefit & Wellness Marketplace:** Benefits extended by through BenefitBox partners & discover unique wellness products to enhance your well-being.



Green Run Marathon – It's a corporate social responsibility (CSR) initiative focused on sustainability and environmental conservation. It is a marathon where participants run to raise awareness about environmental issues and promote sustainable practices. The Green Marathon is part of HCLTech's broader commitment to the environment, education, and health, aiming to deliver social impact by bringing together the best of the company's resources and expertise. Live Streaming at all the locations and simultaneous flag off at 7 am for 5 km and 8 am for 3 km all location in the morning. Showcasing the power of community and health consciousness on a global scale, it surpasses the previous record set by Kayla It sines and the BBG Community in Melbourne, Australia, in 2016, which saw 2,195 participants.

The Guinness World Record Official Attempt was followed by HCLTech Green Run that was graced by the presence of various celebrities who flagged off the event - Milind Soman in Noida, Joshna Chinappa in Chennai, Anju Bobby George in Bangalore, and Saina Nehwal in Lucknow. Their participation inspired participants to strive for health and sustainability.

Two exhilarating categories of runs – the 5K timed run and the 3K fun run – catered to various fitness levels and preferences of the participants. What set this event apart is the unique in-campus running track established at all locations, providing HCL Technologies employees with an exclusive and invigorating running experience.

Health Challenge

HCLTech Health Challenge 2.0 is the brainchild of Wellbeing Centre of Excellence (CoE), it caters to the needs of HCLTechies who have been working in hybrid work conditions for long. The main objective of the health challenge is to encourage healthier lifestyle behaviors. The highlights of the initiative are as follows:

- 12 weeks of gamified health challenge
- Weekly & overall contests & reward
- Access to AI powered diet & fitness
- Weekly quiz & webinar



Through Health Challenge 2.0, Wellness CoE intends to create wellness that is fun, effective, and beneficial for individual and for the organization. Health Challenge 2.0 contributed to an enhance, effective, more positive, and productive work environment. The event challenges engaged people in healthy lifestyle behaviors that helped them make "lasting" improvements. Lasting improvements mean lasting benefits to their employees and to their business.

Managed Care Plans:

The key to leading a healthier life lies in taking small steps consistently. These care plans are carefully designed and benchmarked against various stringent clinical improvement criteria to help HCLTechies monitor and take control of their health. The plans include various bio parameters and diagnostic tests along with regular handholding with our team of doctors, nutritionists, wellness coaches, and fitness experts at regular intervals.

As part of Managed care plans, below mentioned comprehensive care services are being offered:

1. Periodic diagnosis and lab tests
2. Regular monitoring
3. Timely doctor consults
4. Nutrition and Wellness coach consults
5. Life coach consults for mental and emotional wellbeing
6. Fitness Sessions

In order to become a part of HCLTech Healthcare Managed Care Plan services, employee has to take his annual health checks and doctor consultation.

Below mentioned are the **Care Plan** offered to employees and their family members:

1. Supreme Health Plan: This plan is offered to employees and their family members, if they are diagnosed with Diabetes, hypertension, high cholesterol, or other cardiac-related issues.

2. Prime Health Plan: This plan is offered to employees and their family, if they are diagnosed with Pre-diabetic, Pre-Hypertensive, or any other cardiac risk/condition by HCL Healthcare doctors during their preventive health check.

3. Calorie Fit Care Plan: This plan is offered to employee and their family, if they are diagnosed with obesity, higher than required weight, weight-related health



issues or if their BMI is greater than 25, HCL Healthcare doctors will recommend them for the Calorie Fit Care Plans

4. Pro Health: This plan is recommended by doctors for Care continuity and post the completion of other stated care plans.

The above-mentioned care plans helped HCLTech in enhancing their people's health and wellbeing and help them to sustain positive self & family care in the long-term.

Arogya World certification

Arogya World launched extensively researched mental health criteria, as part of its Healthy Workplace framework in collaboration with Librum, to help corporates address employee mental wellbeing in a structured manner. Arogya World believes in constant improvement and a proactive approach in addressing health issues at the workplace, and the new mental health criteria are another step in this direction. Other efforts to encourage companies to address mental health include case studies on how exemplary Healthy Workplaces have reduced stigma and successfully deployed mental health programs to large employee populations.

The new set of criteria, which include promoting well-being, managing stress, leadership, and supporting recovery, have been combined with Arogya World's existing Healthy Workplace standards, encompassing physical health promotion and NCD prevention efforts such as a no-tobacco policy, healthy eating, physical activity, and shifting mindsets. These initiatives are crucial in establishing and maintaining a healthy work environment. Through a variety of carefully chosen initiatives, HCLTech has made it a priority to demonstrate their concern for their employees, regardless of their work arrangements. Creating and maintaining a healthy work environment can be challenging, especially with a large workforce, but at HCLTech, it is viewed as an ongoing commitment to providing the best for their employees.



Goals		Objectives
Raising Awareness		Aims to increase awareness among employees about the importance of holistic wellness and encourage them to prioritize their well-being.
Encouraging Rejuvenation	Self-	Seeks to create a vibrant platform, where employees can explore various avenues for self-rejuvenation and personal growth.
Providing Activities	Diverse	Offers a dynamic schedule filled with engaging activities that cater to different aspects of wellness.
Expert Guidance		Provides expert guidance and enriching experiences across the physical, psychological, and relational dimensions of well-being through certified wellness professionals, counsellors, psychiatrists, and trained experts in diverse healing disciplines.
Commitment to Employee Well-being		Provides a platform for employees to prioritize their health and well-being both at work and in their personal lives.
Expansion and Reach		Expanded the wellness and wellbeing program across geos, to ensure that more employees can benefit from enriching activities and expert guidance.



Management

At HCLTech the wellbeing strategy is supported by professional guidance, education, and counseling, focuses on regulating nutrition, reducing stress, and promoting healthy lifestyle habits among their employees.

In order to better serve its employees and their families, HCLTech has organized its team into four levels. At the team's heart is a group of our executive leadership, which assesses and plans quick action in the event that an emergency develops and also monitors the current trend and provides guidance every quarter. The second tier is made up of region/country leads who oversee local implementation. The newly formed Diversity, Equity & Inclusion Advocates are a direct link between DEI CoE team and the various business. They help us drive the initiatives and create the required charters and practices which are business specific, and the fourth layer is made up of employee volunteers who support our ground zero outreach efforts.

Management and Supported By HCLTech:

- Robust wellness programs, HCLTech has invested in comprehensive wellness programs that address physical, mental, and emotional health. spin classes, yoga sessions, mindfulness training, nutrition workshops, and mental health resources. To better meet the changing needs of its workforce, the organization updated its wellness program. Regarding preventive measures, HCLTech has been providing a variety of emergency support services, including COVID care and clinic support, testing assistance, organizing vaccination drives wherever permitted by country administrations, and working to get our GDCs (Global Delivery Centers) certified as prepared for "Prevention of Spread of Infection" wherever such workplace certifications are available.
- Health screenings and assessments, the organization is offering health screenings and assessments to help employees identify and address potential health issues. In the post covid scenario, surveys were conducted to assess the present level of employee wellbeing. These questionnaires essentially assisted employees in identifying areas for improvement and any unique requirements. It offers a variety of timely support services to its employees and their families all around the world because to this multi-layered machinery.
- Communicated and promoted the benefits of wellness program to employees.



- Provided training and support for managers and supervisors to help them effectively support employee wellness. Training in communication, stress management, and mental health support may be part of this.
- Implemented measures to promote work-life balance, such as flexible work arrangements, paid time off, and remote work options. They have implemented timely legislative responses such as enabling work from home, a program to help dependents of departed employees, and broad pandemic leave.
- By promoting mental health awareness and healthy habits, HCLTech fosters a culture of wellness. Their assistance provisions have been divided into three categories: policy, prevention, and response, depending on each country's current need.

The response measures taken by HCLTech are also extensive and include hospitalization support, isolation facilities, ambulance service, doctor consultation, medication delivery, life coach and mental health support, as well as partnerships with food delivery services for employees and those who are self-isolating.

Promoting Wellbeing

- HCLTech has a Work Life Balance policy and promotes wellbeing further with flexi timings.
- The company follows open door policy along with zero tolerance towards sexual harassment and other workplace bullying.
- HCLTech consciously builds awareness around de-stigmatizing mental health with informational workshops, sensitizing talks, and other resources so employees can openly discuss the mental health problems faced by them.

Stress Management

- HCL Technologies organizes stress reduction & stress management activities at regular intervals and trains managers in identifying early signs of distress and burn out among their team members in order to support them appropriately.
- The company organizes mental health screening for the employees.
- HCLTech has a mandatory mental health and wellbeing module introduced during induction with training for all new employees.



Physical Wellbeing

- HCLTech promotes the use of stairs among employees along with walking, cycling and other fitness activities.
- Every step of the staircase is marked with calories burnt which further motivates employees to use the stairs.
- The company organizes a walking event at the end of which healthy snacks are served to employees who take part in the event.
- HCLTech promotes and offers access to Yoga and other group exercise sessions.
- The company has a well- equipped gym in the office. HCLTech marks walk path/trails to encourage walking and provides sit stand workstations for the sedentary employees.

Shifting Mindset

- Leadership plays a critical role in nurturing a healthy environment at HCLTech and endorses all health and wellness initiatives while participating whole heartedly in the organized activities.
- HCLTech has health committee to assess, plan, guide, implement and evaluate Healthy Workplace Program
- The company has a rewards and recognition scheme in place to inspire and motivate all employees to pursue healthy habits and health goals.
- HCLTech ensures extension of total care to employees and their extended families. The focus is on preventive healthcare with specific budget allocated which has resulted in positive impact. Engaging employees fully in preventive programs enables them to take control of their own health goals.



Measurable Benefits

The goal of wellness program at HCLTech is to advance and enhance workers' physical and mental health while they are at work. By providing resources, information, and encouragement for employees to adopt and maintain positive habits and lifestyles, these programs seek to foster a healthier work environment and culture. Increased productivity, lower healthcare costs and absenteeism, better job satisfaction, and better employee retention are all aspects of the wellness program.

Enrollment and engagement of employees in initiatives and programs:

- 1,471 Wellness & Fitness Sessions were held with more than 2,50,000+ people actively participating. Sessions on stress, anxiety coping, parenting, sleep issues, yoga, Zumba, ergonomics, the gym, Pilates, clinical doctor sessions, and other topics are included in the wellness & fitness programs. Out of which 85% sessions were conducted on Fitness 15% session on Psychological and awareness sessions.
- 1,43,961 employees and dependents has availed the HCL Health Checkup benefit, which is a 10% increase from the prior year.
- 47% repeated their health checks twice in last four years.
- 100000+ lives covered under voluntary Top-up which provides cover once the base sum insured limit is exhausted.
- OPD policy helps employees to incur non hospitalization medical expenses. 54000+ lives covered under OPD voluntary plan.
- Platinum health checkup is availed by 2,732 + employees & their dependents.
- Care plan facility is utilized by ~ 20490+ employees & their dependents.
- Life Coach Consultation has been supported by 4,231 employees.
- Green Run was conducted in seven locations Noida, Bangalore, Chennai, Lucknow, Vijayawada, Madurai & Nagpur simultaneously, where about 12,000+ runners participated in total, HCLTech invited celebrities for the event and flag off.
- A Guinness world record was attempted & acquired by HCL tech for maximum number of people running at one spot.



- 'BE WELL' festival was held in 7 locations with around 4,14,900+ people engaged.

Financial Wellbeing:

- At HCLTech, over ~ 13000+ employees used the food wallet option to increase their tax savings.
- 1100 + employees are availing company car lease policy provided by HCL.
- HCLTech now has 63 vendors on board. 1,73,338 employees visited the Amenities page, saving a total of 2.3 Cr in employee savings.

Employee, family and community wellbeing:

- HCLTech insured/secured the lives of about ~ 460000 employees and their dependents with the assistance of our health insurance.
- By expanding coverage to an employee's in-laws and siblings, HCLTech has protected the lives of 7200+ parents-in-law and 8700+ siblings.
- Recognizing the requirements of the employees, the corporation provided medical insurance to ~ 4000 dependent sisters.
- HCLTech has been funding school fees of 89 children's whose parents demised.
- Samuday: 2.4M+ people across 1,953 villages reached; 280 Anganwadi Centers, 18 functional water schemes, 11 mobile health clinics, 1,275 Schools & 32 solar mini grids.
- HCLTech Grant: Present in 16 states, 3 UTs, 88 districts; total commitment so far ~INR 146.95 Crore towards rural development committed annually in in the thematic categories of Environment, Education and Health.
- Uday: 1.03 million program participants reached across 11 cities (Noida, Chennai, Lucknow, Nagpur, amongst others) & 92 slums; ~2,200 Persons with Disability; 94,000+ linked with Social Security Schemes; 16 Govt. MoUs, 116 NGO Partners.
- Harit: 232.9 acres of area under plantation; 34,719 dogs vaccinated; 330 acres of waterbodies conserved-maintained.
- My Clean City: 95,000+ households reached; 60 markets converted in single-use Plastic free.



- Power of One: 6,92,660 cumulative volunteering hours clocked by 83,876 volunteers since inception.
- 1,500+ volunteers & 500+ business accounts engaged annually.
- 600 scholars supported it.
- The HCL Foundation will further scale its efforts to strengthen knowledge-sharing networks through e-learning interventions and modernizing schools.
- They will continue to deploy innovative technology solutions to help those impacted by the pandemic rebuild their lives, including strengthening healthcare for the underserved.

Accolades & Recognitions:

- HCLTech emerged as Highest-ranked India headquartered company in Forbes' "World's Best Employers" global list and were ranked 30 overall.
- "Company of the Year" by India's leading business newspaper, Business Standard.
- Global Humanitarian Award, presented by World Humanitarian Drive, for exemplary humanitarian response during the coronavirus pandemic.
- HCLTech is recognized as a "Healthy Workplace 2022 by Arogya World which is aligned with the WHO (World Health Organization) guidelines.
- Gold in Arogya World Healthy Workplaces Program (AWHP). This started as a Clinton Global Initiative, is a scientifically designed, evidence-based program that was developed to advance the workplace health movement in India. Arogya World's assessment framework was co-created with doctors, public health professionals, and industry leaders and is based on WHO guidelines.
- Brandon Hall Group - HCM Excellence Awards- Gold in Best Benefits, Wellness and Well-Being Program
- Brandon Hall Group - HCM Excellence Awards- Bronze in Best Benefits, Wellness and Well-Being Program. The awards recognize the organizations that have successfully developed and deployed programs, strategies, modalities, processes, systems, and tools that have achieved measurable results.



- HCLTech achieved a monumental feat recently by breaking the Guinness World Record title for the ‘Most People Running Simultaneously across Multiple Venues’. The record attempt was successfully completed by a remarkable 2,349 HCLTech employees across four locations: Noida, Chennai, Bangalore, and Lucknow.
- HCL Foundation felicitated for its support to Clean Ganga Fund, at the Ganga Utsav 2022, in the presence of Shri. Gajendra Singh Shekhawat, Hon'ble Minister of Jal Shakti, GoI, and Mr. G. Asok Kumar, Director General, NMCG.

Overall

Key Findings of Wellness and Wellbeing Benefits Offered in an Organization:

- At HCLTech, wellness programs are designed to improve overall well-being, enhance productivity, and create a positive work environment.
- These programs support mental and emotional wellness, addressing concerns such as stress management, mindfulness practices, and work-life balance.
- They foster employee engagement and morale by promoting team-building activities, recognizing achievements, and providing opportunities for social interaction.
- It aims to improve performance through increased productivity, reduced absenteeism, and higher employee retention rates at HCLTech.
- Customization, evaluation and feedback mechanisms, accessibility and inclusivity, and behavioral change support are essential for effective wellness programs.
- Benefits of wellness programs at HCLTech include improved employee health behaviors, increased productivity, and reduced absenteeism.
- Wellness programs help prevent employee sickness, fatigue, and mental burnout, expressing care for employees beyond their role as worker bees at HCLTech.

Lessons Learned:

- Wellness programs are a valuable investment in employee health and well-being, leading to improved productivity and organizational performance.
- Customization, evaluation, and feedback mechanisms are crucial for maintaining program relevance and effectiveness.



- Accessibility and inclusivity are essential for ensuring all employees can participate and benefit from the program.

Future Outlook:

The organization focus will be more integrated and will have comprehensive approach to employee wellness, recognizing that well-being extends beyond physical health to encompass mental, social, financial, and environmental dimensions.

- HCLTech will continue to prioritize employee well-being, recognizing its impact on productivity and organizational success.
- Tailored wellness plans using data analytics and AI to address individual health needs and preferences. Employers will focus on creating a culture of health and well-being, integrating wellness initiatives into the HCLtech culture and values.
- Utilization of mobile apps and wearables to track health metrics and provide real-time feedback.
- Continued emphasis on remote and hybrid work models to support work-life balance.
- Coming up with programs that address financial well-being, social connections, and purpose in addition to physical and mental health.
- In campus, medical specialists' physical visits for employees – for specialties: Orthopedic, Endocrinologist, Ophthalmologist & Cardiologist is soon coming up in the year ahead. HCLTech aims to create a healthier, more productive, and satisfied workforce, ultimately leading to better organizational performance and a positive workplace culture.
- HCLTech will strive to create a supportive work environment that values employee well-being and fosters a sense of belonging among employees.



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