Does your organization have specific policies or dedicated initiatives for women in STEM, including provisions such as flexible working hours, remote work options, childcare facilities, late night support, or other support programs? If so, please provide details.

Yes or No

Note: Give details in support of your response in 500 words

Answer: Yes

Honeywell India does provide flexibility specifically curated for the well-being of women employees in STEM.

- ✓ **Flexible Working hours:**

In an effort to attract and retain the best talent, and as part of its initiative to accommodate employees whose personal circumstances require flexibility in the workplace, Honeywell implements flexible work arrangements policy. Policy is intended to be the exclusive source of guidelines with respect to Flex Hour Schedules, and Part-Time Work Arrangements.

- ✓ **Remote Work:**

Honeywell believes that employees work more efficiently and more collaboratively in close proximity to other employees, where ideas can be exchanged readily and decisions can be made more quickly for the benefit of the Company and our customers. However, the Company acknowledges and understands that employees desire workplace flexibility as they manage their personal and family lives.

Accordingly, in an effort to forge a workplace culture and environment that serves the needs and goals of the Company, our employees, customers and shareowners, the Company has established guidelines surrounding Hybrid Work Arrangements and Remote Working Arrangements.

STEM women employees can avail Work from home options for longer durations per their specific requirement- Inclusive of any medical reasons/ pregnancy care/ Shift working hours/family needs/ other personal reasons

- ✓ **Daycare Program:**

The company offers a Day Care facility to all employees, ensuring that working parents have access to reliable childcare with tie ups with 750+ facilities & a reimbursement of 50% or 7500 INR per month to employees

- ✓ **Late Night Support:**

At Honeywell, we typically do not have women employees working late night shifts. However, if it is mandatory, a roster system is in place. Women employees are provided with cab facilities and escort services to ensure their safety.

✓ **Insurance Policy:**

Honeywell provides coverage under the Insurance policy to partners as identified by the employee, demonstrating a commitment to recognizing and supporting diverse family structures.

✓ **Pregnancy Care Program:**

At Honeywell, we offer a comprehensive pregnancy care program designed to support both expectant women STEM employees as well as their spouses. This program provides access to health experts/ Counsellers/ dieticians and more who offer guidance and support throughout the pregnancy journey.

✓ **Shift allowance:**

We offer a robust shift allowance policy inclusive of allowance, transport and meal benefits for eligible women STEM employees. This is based on the particular team they support and assigned working hours.

a. Shift Allowance Particulars & Policy

Shift	Definition	Shift Allowance per day
Morning Shift	06:00 hrs – 15:00 hrs	INR 500
Core OR General Shift	**08:00 hrs – 18:00 hrs**	**-**
Afternoon Shift	14:00 hrs – 23:00 hrs	INR 500
Night Shift	18:00 hrs – 06:00 hrs (following day)	INR 1,000

Shift Allowance

1. Shift Allowance will be calculated on a per-day basis and not be pro-rated based on the number of hours that an employee has worked in a shift.
2. Transport will be provided based on SBG / Business requirement and HSE guidelines (specifically for the night shift and women employees).
3. Some businesses also extend the meal benefit (in addition to shift allowance) and that will be governed by the business approval and process.
4. Shift Allowance payment will be processed through monthly payroll post applicable taxes

b. Flex Work Policy

PURPOSE

In an effort to attract and retain the best talent, and as part of its initiative to accommodate employees whose personal circumstances require flexibility in the workplace, Honeywell has decided to implement a flexible work arrangements policy. Accordingly, this Policy is intended to be the exclusive source of guidelines with respect Flex Hour Schedules. This Policy is intended to meet or exceed the requirements of Law and in the event that this Policy conflicts with Law, Law shall govern.

c. Hybrid Work Policy

POLICY

1. GENERAL RULE AND HYBRID WORK ARRANGEMENTS

Under this Policy, Covered Employees will have the flexibility to better manage their professional and personal lives by electing to work a Hybrid Work Arrangement, as permitted by Law. Under a Hybrid Work Arrangement, while Covered Employees are free to work full-time at their Assigned Location, they may typically choose to work up to one (1) days per week from home or another remote location.

d. Day Care Policy

A. Objective:
HON India Daycare program provides eligible HON employees with access to childcare through HON identified service provider (ProEves) – our program partner – to meet their on-going childcare needs.
This policy provides guidelines for administration of Daycare for full time employees in all Bands working for all entities of Honeywell India.

PURPOSE

HON India Daycare program provides eligible HON employees with access to childcare through HON identified service provider (ProEves) – our program partner – to meet their on-going childcare needs.

This policy provides guidelines for administration of Daycare for full time employees in all Bands working for all entities of Honeywell India.

e. Insurance Policy

Group Health Insurance

Eligibility

- Employee: All regular active full-time employees up to retirement age.
- Spouse: Legal spouse of an eligible employee, up to age 90 years and LGBT (Same gender cover), The cover is extended to all employees & dependent partner (same gender / opposite gender) declared irrespective of their sexual orientation, same sex & domestic partner to be covered. Partners declared/covered herein cannot be changed within the policy year. Covers with proper declaration by HR department, no midterm change, no cover for gender realignment surgeries.
- Child: Unmarried dependent child up to age 25 years (except for children above 25 years of age who continue to be dependent on their parents due to physical/mental limitations are eligible). No limit on the number of children.

Note: This plan does not apply to acquired entities with pending compensation and benefits integration.

KB0030499

Who Can I Add As A Dependent For Medical Insurance?

12d ago • 32 Views

Eligibility:

* Spouse: legal spouse of an eligible employee (all regular, active full-time employees up to retirement age)up to age 90 years

*Child: unmarried dependent child up to age 25 years (children above 25 years of age who continue to be dependent on their parents due to physical/mental limitations are eligible). No limit on the number of children.

f. Pregnancy Care Program

Pregnancy Care Program

Our Parent Coverage Plan offers comprehensive health insurance to ensure your parents are well-protected.

Key Highlights:

Who Is Covered: The plan covers parents up to age 90, providing peace of mind for you and your loved ones.

g. Education Assistance Policy

Education Program Category

- Post-graduate Degree Program (General Master, MBA, and Ph.D., etc.)
- Short term diploma
- Certificate Program / Seminar