At Hero Future Energies, we acknowledge the multiple roles women balance in their personal and professional lives. To support them in achieving true work-life integration, we offer flexible working hours and a ‘Work from Anywhere’ policy (excluding site personnel). These allow women to manage their time without the burden of rigid schedules or attendance tracking—reinforcing our culture of trust and outcome-based performance.

Recognizing the importance of health and wellbeing, we provide period leave—one day per month—to support female employees during their menstrual cycle. Our policies are designed to offer autonomy, respect individual needs, and create an inclusive workplace experience.

Understanding the challenges of caregiving, especially for elderly family members, our Employee Assistance Program (EAP) offers confidential counselling, mental health support, and access to eldercare resources. This enables women to navigate caregiving responsibilities with expert support.

Our comprehensive medical insurance also includes coverage for infertility treatments, with the claim ceiling increased from ₹50,000 to ₹75,000—offering better financial support during critical times