- **Flexi working hours**

  Forbes Marshall is the first company in Pune to introduce flexible timings for all the members excluding those who work in shifts. Timings during which this can be adjusted is b/w 6 am to 7pm. Every member is required to work 47 hrs 30 minutes a week and for Chakan members this is 45 hours a week. This flexibility allows members to work shorter hours on one day and make it up the following day, or during the course of the week however they can not be made up during the weekend.

- **Work from Home**

  We have a Work from Home policy on a need basis, as being a manufacturing company giving a WFH for all would not be a viable option hence the WFH here is on a case by case basis. We have made considerable accommodations by giving WFH to our members especially women members for child care and other responsibilities.

- **Extended maternity leave**

  We have an extended maternity leave more than the government mandated one. This is well utilised by our members ensuring them a happy parenting experience. We also have career discussions before our members leave for maternity clarifying the role they would play post maternity, this could be the same role or role enrichment as well.

- **Day care facility for children of our members**

  We have a daycare facility for children of our members where they have a nutritious meal and games to keep them engaged.

- **Mom@Work**

  Mom@Work, part of our holistic wellbeing program aims at the smooth journey of others back into corporate life. This program was launched considering the data that several women take a break from the corporate life post having a child because of the challenges and the guilt associated with mothers for leaving their child behind and coming to work. As a part of this program expecting mothers can avail benefit of this program as early as 3 months of conceiving till post pregnancy when they return to work. Through this program mothers/ expecting mothers can avail nutritional

counselling and mental wellbeing counselling or any other support they wish to avail during that period.

- **Peer Support group for Women who travel**

  We have introduced different peer support group programs for people in different phases of life dealing with different challenges. Similarly we have the Peer support group for women who travel due to work like women who do field sales and it being an unconventional field for women they might feel a range of challenges navigating through this. So this support group is meant for all women who travel due to work and can come together and share their mental challenges and the range of emotions they feel as a part of this work. This support group is facilitated by a counsellor to guide and make this support more fruitful and helpful for women members.

- **Emotional Wellbeing and specific nutrition**

  In our partnership with our wellness partner we organise various events and webinars especially catering to women's mental and physical health. We had webinars on PCOS, PCOD and Nutritional wellbeing for women. We also had a special session for women on women's day on Nutrition for women. The absorption of the emotional wellbeing initiatives in mental and physical health has only been on rise.

  - **Menopause Support Group**

    We have also started a menopause support group to help women navigate through the phase of menopause. This is facilitated by an expert who supports the members through their insights and emotional support.