Recognition & Rewards Framework

A transparent, values-driven system for continuous appreciation

BlueTree Consultancy Services Pvt. Ltd.

RECOGNITION & REWARDS ECOSYSTEM

Continuous Recognition

- Goals & Rewards platform
- 500 points every employee, every month
- Peer-to-peer, tied to organizational values

Performance Recognition

- Goal achievement tracked in Goals & Rewards
- Cash incentives for meeting or exceeding expectations

Milestone Recognition

- Marriage gift vouchers
- Childbirth gift vouchers
- Life-stage wellbeing support

↓ ↓ ↓

CULTURE OF APPRECIATION

Recognition Framework

Recognition Type	Description
Monthly Recognition	500 peer recognition points
Values Based	Believe in Blue, Learning, Understanding, Excellence, Teamwork, Respectful, Extra Mile, Ebullience
Performance	Goal-based cash incentives
Peer Appreciation	Continuous recognition
Milestone Recognition	Marriage & childbirth gift vouchers
Reward Redemption	Merchandise, travel, food, event tickets, cash (eligible cases)

Recognition at BlueTree is intentionally unbiased and merit-based, giving every employee the same visibility and opportunity for appreciation. This ensures women in STEM are recognized through the same transparent, values-driven system as all their colleagues — inclusion embedded in the operating model, not limited to symbolic, women-only awards.