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BEML
Beyond Possibilities

BEML LIMITED
'BEML SOUDHA'
BENGALURU - 560 027



JANANI

MOTHERHOOD WELFARE SCHEME

Facilitating the beautiful journey of
Motherhood

At BEML, we celebrate the strength, resilience and compassion of every woman. Janani is our commitment to support you through this precious phase of life – with care, comfort and respect.

JANANI *stands for...*

- Care that nurtures
- Support that empowers
- Workplace that understands
- Together, we grow stronger

WHAT IS JANANI?

Janani is a special welfare scheme for all women employees of BEML, designed to provide unwavering support and care through pregnancy and early motherhood while continuing their professional journey.

- Ensuring health, comfort and well-being at every stage
- Promoting a culture of care, respect and understanding
- Supporting personal and professional growth
- Creating a safe, supportive and empowering workplace

FACILITIES INCLUDED UNDER JANANI SCHEME

01 FOR WORKPLACE COMFORT



- Ergonomic Chair
- Paddle Stool

Ergonomic chair and paddle stool will be available on request to ensure ease and reduce physical discomfort during pregnancy.

02 FOR NOURISHMENT



A bowl of fresh cut fruits / dry fruits / sprouts along with a glass of milk / tender coconut (as medically advised) will be provided once a day during the prenatal stage to support nutrition and well-being.

03 FOR WELL-BEING



An indoor plant may be placed near the workstation to create a pleasant and refreshing environment that supports mental well-being.

04 BUDDY SYSTEM



To support women employees returning from maternity leave.

Returning mother will be paired with colleague or senior mentor on voluntary basis.

The buddy will assist in reintegrating into workplace by updating on policy, project and team changes.

Buddy arrangement will be applicable only for maximum period of one month from date of rejoining.

HOW TO AVAIL THE SCHEME?

It's easy! Simply send an email with your Name, Staff no, Designation, Department, Relevant medical documents supporting pregnancy and Estimated Delivery Date, with BEML CMO's recommendation, to the HR Head of your respective location to use the facility under the Scheme.



Best Wishes for an incredible journey of Motherhood ahead!