

Social Benefits Policy

Aragen is committed to enhancing the well-being, job satisfaction and overall quality of life for employees by providing a comprehensive range of benefits and support services.

The scope of the policy extends to all full time and contract employees of Aragen Life Sciences as applicable.

Promoting Employee Health and Wellness:

(a) Insurance Benefits

- Health insurance coverage for employees and their dependents (Group Medical Coverage, Group Personal Accident, Group Term Life Insurance, Employees State Insurance, Employee Deposit Linked Insurance)
- Group Medical Insurance for employee and their immediate dependents.

(b) Employee Assistance & Wellness Programs

- Counselling programs (Children Career Counselling)
- Access to on-site medical facilities (OHC) and periodic health checks.
- Wellness programs and health talks

Providing Financial Security:

(a) Retirement Benefits

- Gratuity
- NPS
- PF

Supporting Work-Life Balance:

(a) Paid Time Off

- Earned Leaves & Sick leave
- Parental leave (maternity/paternity)
- National and festival holidays

(b) Creating an inclusive workplace

- Creche support for women employees

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.



Suresh Anubolu
Chief Human Resources Officer

Date: 24th July 2024