

## **Welfare Policy of the Company for Executives / Non- Executives and their dependents.**

### **Welfare Policy in WCL**

WCL has recognized that Welfare of employees by improving quality of life of employees in particular and their family members in general, will help to achieve the objective of the Company. WCL, with determination, has adopted all-round Welfare Measures for employees as its mission. In order to ensure achievement of the mission, in addition to the statutory welfare measures, the company has adopted a system of formulation of Revenue Welfare Budget every year, covering the following items.

1. Medical Services,
2. School & Education
3. Residential / Colony Maintenance / upkeep
4. Sports & Recreation/ Cultural Activities
5. Mahila Mandal.
6. Water supply
7. Canteen – upkeepment / maintenance.
8. Community Development including SC/ST Plan.
9. Other Miscellaneous items / works.

In order to monitor the Welfare Activities, a Welfare Board has been formulated at the Company Level, consisting of Representative from different Unions and Management. Welfare Committee on similar line are constituted at the Area Level also for proper monitoring and smooth implementation.

Every year, the Welfare Activities to be undertaken are discussed by the Welfare Committee at the Area level and a budget proposal made out and sent to HQrs. At the Company level, the same is examined and deliberated by the Welfare Board and approval accorded. Implementation of the Revenue Welfare Budget is monitored by the Welfare Committee at the Area level and Welfare Board at Company level. WCL Welfare Board has been regularly visiting the Areas for monitoring the progress of work and whatever assistance is required, is extended to the Area.

With a view to bring a competitive spirit in improving Welfare Facilities and there by attaining better quality of life, every year, competition is held in all units with participation of employees and Union Representatives. This has indeed given boost in achieving better status of Welfare Amenities and thereby alleviated quality of life of the employees.