



RPG Group Champions LGBTQIA+ Inclusion and Employee Wellness through Innovative Initiatives

- Introduces the ground-breaking LGBTQIA++ and Partners Benefits Policy
- Offers R-Shield, a dedicated 24x7 helpline that empowers employees to raise their voices against any form of harassment
- Focus on mental well-being of employees and families

Mumbai, India: 27 June 2023: RPG Group, among India's fastest-growing conglomerates, is committed to fostering a culture of inclusivity and diversity, and proudly highlights two transformative initiatives aimed at creating safe and welcoming work environments while championing LGBTQIA+ rights across its companies.

Harsh Goenka, Chairman, RPG Group, said, *"Embracing diversity is not just a choice, it's a responsibility. As we celebrate #PrideMonth, let us remember that true progress lies in respecting and uplifting every individual's journey. Together, let's create a world where love, acceptance, and equality reign."*

Pioneering LGBTQIA+ Inclusion and Partner Benefits

In its unwavering commitment to creating a more inclusive society, RPG Group has introduced a ground-breaking LGBTQIA+ and Partners Benefits Policy. This policy redefines equality and extends comprehensive benefits to employees and their partners, irrespective of sexual orientation or marital status.

Under this progressive policy, RPG Group recognizes partners of its employees, regardless of sexual orientation, as equivalent to 'Spouse' or 'spousal equivalent.' Partners, both same-sex and heterosexual, now have access to the same benefits as spouses, including insurance coverage, leaves, social security, and retirement benefits, as per statutory laws. Furthermore, the policy ensures that the legally adopted children of employees' partners are recognized as 'Dependents,' extending the benefits to the entire family unit.

RPG Group's commitment to LGBTQIA+ inclusion goes beyond policies. In 2022, the Group proudly began hiring transgender individuals across its factories and offices in CEAT and KEC, contributing to equal employment opportunities and creating a more diverse workforce.

S 'Venky' Venkatesh, President, Group HR, said, *"We are proud to lead the way in creating inclusive, safe, and happy work environments for our employees. Our LGBTQIA+ and Partners Benefits Policy reflects our belief in equality and recognizes the importance of extending benefits to all partners, regardless of sexual orientation. We lay equal emphasis on mental health as we do for physical health, which is why we have tied up with a mental health care clinic to provide free services to our employees. We are dedicated to fostering a diverse and inclusive workplace where everyone feels valued and respected. R-Shield, our dedicated helpline against harassment, reinforces our commitment to providing a voice and support system for all, ensuring that such behaviour has no place within RPG Group. These initiatives are a testament to our commitment to creating a happier and more inclusive environment for all RPG Group members."*

Employee Happiness, Wellness & Safety

Happiness continues to be at the forefront of all initiatives at the RPG Group. The Group has a proprietary framework to determine the Happiness Quotient of its employees, which not only makes its Happiness philosophy tangible, but also helps design initiatives, policies and practices that are relevant and important for its people. Moreover, each Group company is guided by a Happiness Council, which is chaired by members of the senior leadership, who drive the implementation of organisation-wide initiatives through multiple touch points.

RPG Group places the highest priority on creating physical and psychological safe spaces for its employees, ensuring workplaces free from all forms of harassment. Building upon the compliance with the POSH Act 2013, the Group has taken a significant leap forward by introducing R-Shield, a dedicated 24x7 helpline that empowers employees to raise their voices against any form of harassment. R-Shield goes beyond addressing sexual harassment of a female employee by a male and extends its support to combat all types of harassment, including sexual harassment of a male employee, non-binary gender harassment, bullying, body shaming, ageism, racism, ethnicity, and various disabilities. Managed by an external team of legal experts and psychologists that takes off the stigma of familiarity, embarrassment and bias, R-Shield provides RPG Group employees and associates with a voice to express themselves freely and fearlessly. This comprehensive initiative covers all members of the RPG Group family, including both permanent and contractual workforce.



Placing great significance on mental well-being of its employees, the Group has tied up with Juno Clinic to offer free access to mental health practitioners to every RPG employee and their family members.

Placing great significance on mental well-being for its employees, the Group has tied up with Juno Clinic to offer mental health assistance free of cost to every RPGians and their family members.



About RPG Enterprises (www.rpggroup.com):

RPG Enterprises, established in 1979, is one of India's fastest-growing business groups with a turnover of US\$ 4.7 Billion. The group has diverse business interests in the areas of Infrastructure, Tyres, Pharma, IT and Specialty, as well as in emerging innovation-led technology businesses. RPG Group companies include KEC International, CEAT, Zensar Technologies, RPG Life Sciences, Harrisons Malayalam, Raychem RPG, and Spencer International Hotels.

Media contacts:

RPG Group

Shalini Singh – 9223336815 | shalini@rpg.in

Svati Maddur – 9920887227 | svati@rpg.in

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