

# Thank You For Being A Lifeline!



At Lowe's India, we are a purpose-driven family of associates who are passionate about learning and committed to delighting our customers. Our benefits programs are designed to ensure that Lowe's India is an inspiring place for you.

## Leaves:

We are of the belief that work-life balance shouldn't be just an idea, but a reality. Our leave policy is designed to ensure your personal needs are catered to.

Vacation Leave up to 21 days	Sick Leave up to 12 days	Public Holidays 12 days
Maternity Leave up to 26 weeks	Paternity Leave up to 15 days	Bereavement Leave up to 5 days
Miscarriage up to 6 weeks	Tubectomy up to 2 weeks	Adoption/Surrogacy Leave up to 12 weeks

## Care

We provide insurance for all our associates.

Group Medical Insurance	Medical Top-up Insurance
Group Personal Accident Coverage	Group Term life Insurance
Maternity Benefit	Surrogacy Benefit

## Remote Working

At Lowe's India, we make sure that our associates have the option to work from wherever and whenever, based on the nature of their work and at their manager's discretion.

## Work Hours

We observe a **5 day** working week.

## Learning Opportunities

We are committed to your growth and learning, and invest to provide extensive leadership and technical programs to enable you to always give your best.

## Certification

Continue learning even when you're working. Based on business and professional development needs we reimburse the cost of certification programs upon successful completion.

## Food

A healthy mind requires a healthy diet. We provide a nutritious breakfast, lunch and dinner available at the indoor cafeteria, which is on the house.

## Transport

Avail subsidized air-conditioned cabs if you're an associate. Security professionals accompany women associates after 8:00 p.m.

## Wellness

We want our associates to enjoy good health and provide aid in times of need.

OPD benefit	'Free health check-up for dependents
Associate Assistance Program	Wellness session and health camps

## Additional Benefits

Certain associates require extra help which we are happy to provide.

Gender Reassignment Surgery Help
Infertility Treatment      Creche

## COVID - 19 Benefits

These unprecedented times call for more help than ever.

Temporary Broadband Reimbursement - INR 1500/month
Temporary Conveyance Reimbursement - 100% reimbursement for professional needs
COVID-19 Vaccine Reimbursement - 100% reimbursement
COVID-19 Homecare Reimbursement - Up to INR 22,000
COVID-19 Salary Advance - Salary Advance up to 2 months
COVID-19 Caregiver Leave - Up to 5 days of leave
COVID-19 Temporary Time Off - Up to 28 days of leave