

# 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.



## Work Hours

We observe a 5 day working week.



## 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  | Casual/Sick Leave | Public Holidays          |
| Maternity Leave | Paternity Leave   | Bereavement Leave        |
| Miscarriage     | Tubectomy         | Adoption/Surrogacy Leave |



## Creche

Lowe's Partner & Non-Partner Network  
Reimbursement on monthly fees and one time registration



## 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.



## Death-in-Service

While we can never compensate to the loss suffered by the families, we do hope to provide some support as the families rebuild their lives.



## Group Insurance Plans

We provide insurance for all our associates.

- Group Medical Insurance
- Group Personal Accident
- Group Term Life Policy



## Wellness

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

- Free online doctor consultation across 23 specialities for associate & dependents.
- 20% flat discount on online pharmacy.
- 20% flat discount on home sample diagnostic tests.
- Associate Assistance program providing online counseling support.
- Various other wellness sessions and health camps.

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## COVID-19 Benefits

These unprecedented times call for more help than ever.


 COVID-19  
Temporary Time Off

 COVID-19  
Caregiver Leave

 COVID-19  
Vaccine Reimbursement

 COVID-19 Vaccine -  
Cashless Mode

 COVID-19 Financial Support  
For Medical Emergencies

 Temporary Broadband  
Reimbursement For COVID-19

