

Wellness Programs (HappiZest)



Happiest Minds' philosophy is simple. Happiest People lead to Happiest Customers. We see people as an integral part of our business and their happiness is of utmost importance. Aligned with the philosophy of Happiest Minds, the wellbeing of our teams has been an important element of the culture of Happiest Minds. The Happiest Minds' Wellness Program constitutes the 7Ws of Physical Wellness, Spiritual Wellness, Intellectual Wellness, Professional Wellness, Social Wellness, Emotional Wellness and Environmental Wellness. These are nurtured by aligning activities, logistics, facilities, and the expertise of the organization through an array of Wellness schemes and initiatives.

Our systems, policies, and practices are crafted to foster an open culture, enabling our people to discover their potential and participate in shaping their own work-life experience. This is how we make a difference.

Though happiness is a very personal emotion, we believe that it is the organization's responsibility to create enabling conditions for a person to be happy.

It is important for Happiest Minds to focus on the wellbeing of people to live up to our mission. Happiest Minds believes that the key factor of our successful wellness programs is to incorporate health & wellbeing into our culture. There are a varied range of initiatives launched under wellness which are conceptualized and designed to create awareness, enabling people to act and ultimately taking ownership of their own transformation.

There has been a wholehearted commitment from Happiest Minds, the Company to enable its members to take care of their wellbeing. This reflects in

leadership involvement and participation in adoption of key initiatives, enhanced budget year-on-year, maturity in wellness schemes, better scores and ranking in external and internal people surveys, overwhelming testimonials from our teams on the impact in their professional and personal lives.

Happiest Minds Wellness program is branded as – HappiZest. Our motto is "Experience the joy of living". The name has been derived based on the internal naming contest for all members. We further created a HappiZest Council who are responsible for driving the wellness program at Happiest Minds.

The HappiZest Council comprises members across all levels, location, age groups and business who are actively engaged in conceptualizing and driving the key wellness charter for Happiest Minds. The Council defines the annual wellness objectives and agenda based on the feedback received from people through various sources/surveys, organization's focus on people's wellbeing, analytics of assessments and evolving wellness market practices and benchmarks. Periodic dashboard on wellness initiatives and its impact, participation and feedback is also shared with the leadership.

All the HappiZest initiatives have an in-built feedback loop which is a very strong source for us to reflect and redesign any element of wellness which needs attention or improvement. We also conduct periodic and varied health assessments of our people, which helps in determining overall interest and needs of our people and develop wellness initiatives to cater that.

Participation

We have organized 90+ wellness events/activities in FY22, where 4,000+ Happiest Minds have participated and provided an average feedback rating of 4.7 (out of 5)

Theme-Based Wellness Events

To set the rhythm & expectation for members, we have planned & implemented the theme-based wellness interventions on a monthly basis – the examples include parenting, Digital detox, self-care, wellness for women, hobbying, oral health & sleep.

Exclusive Expert Driven Webinars/Talk Shows

Experienced subject matter experts provided their insights on various wellness topics to our members. Initiatives under this includes programs like Laughter Yoga by Dr Madan Kataria (Laughter Yoga Guru), Tai Chi by Seefar, Parenting sessions by Parvarish, Cardiac Health session by Dr Srinivas B V from Fortis Hospitals, Ergonomics Awareness Session by Dr. Sitaraman Sundaresan & Dr. Gayathri Mahalingam.

Sponsored Wellness Programs

These are key interventions which have high potential to change people's lifestyle and enhance productivity of people. The key critical programs under this includes 24x7 Doctor Tele Consultation, Ergonomics Consultation, Virtual / Gamified Fitness challenges.

Emotional / Mental Wellbeing -

a. Good Samaritan - Mithra – our Good Samaritan program facilitates a culture of listening along with the various surveys that we run - measures happiness and our annual Dipstick of the Support Functions. The Good Samaritan Program consists of a team of volunteers who are committed to counsel Happiest Minds and be

available to listen to them, in safety, acceptance and confidentiality. During the fiscal, FY22, Team Mithra has been able to provide emotional and counselling support to over 1,000 Happiest Minds.

MITHRA is a team of Happiest Minds' Volunteers who have committed to be available to listen, to help deal with whatever it is that one is going through. They are available to take calls or respond to mails 24x7, to help one process whatever it is that they are going through, in safety, acceptance and confidentiality.

- b. Mindfulness Training** - Our tagline 'The Mindful IT Company' differentiates us. To us Mindfulness is not just Being Mindful – being in the moment but also Doing Mindful - perceiving situations immersively, processing it non-judgmentally without biases or filters and performing empathetically. Nearly 81% of Happiest Minds have undergone Mindfulness Training.
- c. SilverOak** - We have joined hands with SilverOak EWAP services & launched one of the key initiatives of this year – 'Mithra for Wellbeing' program, which is an extension to our in-house counselling program. This is a unique program which provides a holistic approach to the emotional wellbeing of all Happiest Minds. Using this, all our members have free access to 24x7 counselling, Online Cognitive Behavioral Therapy, 8-week **Online Resilience** program – SCO (Stress Control Online), Mindfulness Application & self-help tools.
- d. Hobbying Workshops** - To bring the hidden passion and talents of our members & to tap those talents, we have created this hobbying

series. Mutual interests can be a great way to get the members to spend time together outside of work. Hobbies give them time to decompress and rejuvenate by doing something they enjoy. We have identified some common hobbies & interests and created intranet hobby communities, where few interested members have volunteered to be the admin of the communities and ran some engaging contests on a monthly basis. A collaborated session where our members or their family including children, with expertise in any arts/crafts/hobby conducted workshops on arts and crafts, ranging from Origami, Painting, Doodling, Mandala Art.

Physical Wellbeing

HappiZest believes that physical health is very important for our members and it is positively correlated with higher levels of concentration, increased mental stamina, reduced levels of stress, improved learning, sharper memory, and improved levels of focus and creativity. We have brought this habit into practice by introducing annual subscription plan to fitness application at a heavily discounted rate & also by creating fun engaging fitness challenges.

Doctor 24x7 - A tele consultation application that allows patients to connect with doctors from the convenience of their physical location over a phone call for 11 free categories.

Cure.fit - A curation of interactive online classes brought to all members from the best of trainers and celebrities. We have joined hands with Cure.Fit and provided our members a corporate annual plan with a heavy discount.

Family Wellbeing

Family is an integral part of existence and journey of an individual. Family plays a crucial role in achieving holistic well being of individual. Hence, we have a dedicated focus on parenting and extension of programs to family and children to make the programs inclusive and cater to extended Happiest Minds family. Key initiatives involves parenting related workshops, collaboration by parents within Happiest Minds on parenting during lockdown focused workshop for kids around hobbies, learning and technical awareness, awareness session for kids on cyber security. Panel discussion with parents, medical insurance coverage for family members, voluntary life insurance coverage for spouse, exclusive COVID insurance policy for self and family.

Wellness for Women

HappiZest noticed that women Happiest Minds have unique physical and psychological concerns & needs as compared to men. We have prioritized Health and Wellness related programs and focused on the needs of women which helped us to retain the best female talent for long and drive business growth. We have taken the approach to establish gender-specific corporate wellness programs to widen the understanding of what is required to help women Happiest Minds.

As part of Wellness for Women, the HappiZest team has organized many wellness activities for Aura members of Happiest Minds such as Dress up for yourself, Webinar on PCOD, PCOS, Awareness on Sustainable menstruation, Breastfeeding awareness week.

Thursday Techies

During these unprecedented times, kids are locked inside homes without any engagement. During the summer holidays, to keep them engaged & to teach them something useful, HappiZest has planned technology related workshop for kids. Under this series, we have organized HTML & CSS workshops for kids & also cyber security webinars. The Thursday Techies series was launched with a simple philosophy – **“For Jr. Happiest Minds, by Jr. Happiest Minds”** where a few Jr. Happiest Minds have volunteered to take basic coding workshops.

We have encouraged participation, by keeping these webinars during summer holidays & also we have ensured these workshops are engaging & entertaining for the kids.

Ergonomic Care

- a. **Ergonomic Consultations** - Considering the pandemic, virtual free one-on-one video Ergonomic doctor consultations were organized on a monthly basis.

- b. **Ergonomic Chairs** at discounted rates to eliminate the most common physical issues related to Ergo, we have facilitated the members in buying Ergonomic chairs at a discounted price.

Hospital Tie-ups

Exclusive discounts for Happiest Minds & their families with hospitals pan India like Fortis, Narayana Health, Apollo Spectra, Apollo Fertility, Apollo Cradle, Motherhood hospitals.

Sharing Transformation Stories to inspire others

On a monthly basis, we would encourage our members to share their transformational stories (on weight loss, disease management, emotional wellbeing, financial management etc.) to motivate other members.

