



Diversity and Inclusion at Medi Assist

Medi Assist is committed to fostering, nurturing and preserving a culture of diversity and inclusion.

Workplace diversity refers to the variety of differences amongst people in an organization. An organization is a collective representation of people coming with individual differences in thoughts, personality, unique capabilities and talent that they bring to work. We as an organization, embrace and encourage our employees' differences in (including but not limited to) age, color, disability, ethnicity, family or marital status, gender, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status and other characteristics that make our employees unique.

Medi Assist's diversity initiatives are applicable (but not limited) to our policies and processes on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

We believe workplace diversity has many other immediate and tangible benefits related directly to our company's bottom line.

1. Variety of different perspectives:
Employees at Medi Assist will have access to a variety of different perspectives, which is highly beneficial when it comes to planning and executing a business strategy.
2. Promote creativity:
Workplace diversity boosts creativity. People with different backgrounds tend to have different experiences and thus different perspectives. Exposure to a variety of different perspectives and views leads to higher creativity. Employees from diverse backgrounds will bring diverse solutions to achieve a common goal.

Medi Assist Healthcare Services Limited

(Formerly known as Medi Assist Healthcare Services Private Limited)

CIN – U74900KA2000PLC027229

Registered Office : Tower "D", 4th Floor, IBC Knowledge Park, 4/1, Bannerghatta Road, Bengaluru - 560 029.

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3. Promote innovation:

Diversity in the workplace leads to higher innovation rate. In a diverse workplace, employees are exposed to multiple perspectives and worldviews. When these various perspectives combine, they often come together in novel ways, opening doors to innovation.

4. Enables faster problem-solving:

Employees from diverse backgrounds have different experiences and views, which is why they are able to bring diverse solutions to the table.

5. Increases employee engagement:

The link between workplace diversity and employee engagement is pretty straightforward - when employees feel included, they are more engaged.

6. Reduces employee turnover:

Diversity and inclusion in the workplace cause all employees to feel accepted and valued. When employees feel accepted and valued, they are also happier in their workplace and stay longer.

7. Improves hiring results:

Diversity in the workplace boosts a company's employer brand and presents a company as a more desirable place to work. Workplace diversity is an especially beneficial asset for attracting top talent from diverse talent pools.

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