

An Overview of the Moolchand's Value Proposition Framework for Talent



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TODAY'S DISCUSSION

- 1 Excellent quality of work
- 2 Future growth/opportunity
- 3 Enabling environment
- 4 Inspiration/values
- 5 Competitive tangible rewards
- 6 Supporting you

MOOLCHAND'S VALUE PROPOSITION FRAMEWORK FOR TALENT



**Moolchand's talent
value proposition**

Excellent quality of Work

Future growth/opportunity

Enabling environment

Inspiration/values

Competitive tangible rewards

Supporting you

MOOLCHAND'S TALENT FRAMEWORK: EXCELLENT QUALITY OF WORK

Key elements

Comments

Quote

Perception of
value of work

- We strongly focus on high quality work and creating “thought leadership”. At the same time low value work is templated/eliminated.

Challenge/
interest

- We provide challenging and interesting opportunities for individuals to give productive results

Freedom/
autonomy


- We believe in empowering people and encouraging them to take independent decisions and actions

Workload

- We provide a “firehose” of learning opportunities which compresses multiple years of development into a few. Consequently we have a culture of “work hard, grow fast”.

Quality of
work
relationships

- We provide an open/meritocratic work culture where talented professionals can build long term relationships



“At Moolchand they got a chance to work on truly world class initiatives; at the same time I have been stretched to truly grow”
- Business Analyst

MOOLCHAND'S TALENT FRAMEWORK: FUTURE GROWTH / OPPORTUNITY

Key elements

Comments

Quote

Continuous learning

- We provide a culture of continuous improvement and growth

Development beyond current job


- Given our requirement for leaders, people are constantly being “stretched” to acquire the competencies/capabilities for that “next” job

Career advancement opportunities

- We have a significant focus on rewarding “merit” and not “tenure”
- Significant growth of the organization has resulted in multiple advanced opportunities

Performance improvement and feedback

- At Moolchand, significant effort is put in creating a “performance culture” and providing real time feedback and developing people



“I joined Moolchand as a Management Trainee and within 17 months of time, I achieved what normally people takes 3-5 years. This clearly shows the level of growth and opportunities lies with Moolchand”
- Business Analyst

MOOLCHAND'S TALENT FRAMEWORK: ENABLING ENVIRONMENT

Key elements

Comments

Quote

Physical
environment

- At Moolchand, the whole environment is tailored to drive productivity of our team members

Tools and
equipment

- A culture of leveraging technology/IP to drive performance results in a very early adoption of many new tools and techniques

Training for
current role

- At Moolchand, training is an important mechanism to develop our people, large resources are committed on training

Safety/
personal
security

- We have a “best practices” approach to safety/ personal security; “no compromise”

“It was the most challenging and thrilling opportunity for me to join Moolchand. What is most appealing to me is its conducive work culture and open and friendly environment. At Moolchand we care passionately about our mission and strive to ignite all our customers with that passion”
- Head of Emergency Services

MOOLCHAND'S TALENT FRAMEWORK: INSPIRATION/ VALUES

Key elements

Comments

Quote

Reputation of
organisation

- We are recognized for our integrity and values; we have a half century old legacy of making a difference to our commitments

Organisational
values


- “The Moolchand Way” define values and norms for all our employees and partners

Organisational
behaviours

- At Moolchand, behaviours which reinforce the Moolchand way are supported

Quality of
leadership

- At Moolchand, we strive to ensure truly talented leaders to create a winning organization



“At Moolchand,
people genuinely walk
the talk - whether
excellence, integrity
or other values”
- Manager Operations

MOOLCHAND'S TALENT FRAMEWORK: COMPETITIVE TANGIBLE REWARDS

Key elements

Comments

Quote

Competitive pay

- Moolchand believes in hiring talent and paying competitive packages. However, we do not believe in trying to “buy” people.

Good benefits

- The best benefit at Moolchand is the unwritten “Moolchand cares” guarantee - if you have a real problem then Moolchand will support in a significant and meaningful way.

Incentives for higher performance

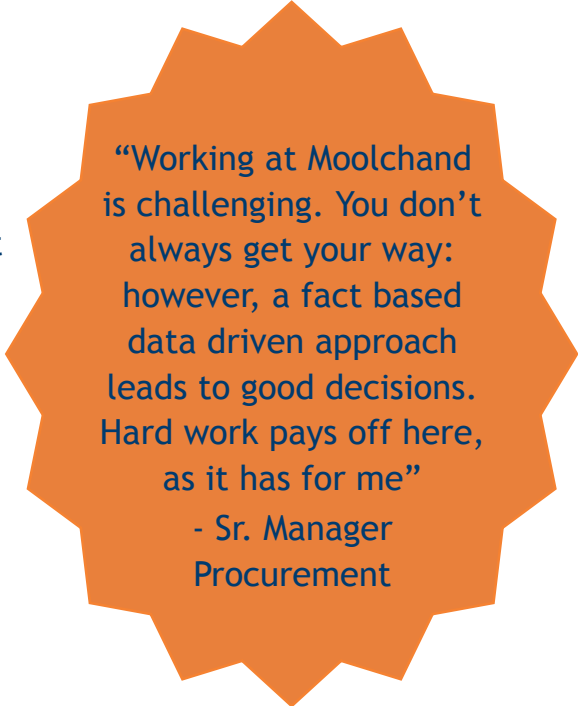
- Performance based incentives help us foster excellence within organization

Recognition awards

- Clear recognition for talent and performance (e.g. quarterly/annual awards)

Fairness of rewards

- Rewards are awarded in a transparent and meritocratic way



“Working at Moolchand is challenging. You don’t always get your way: however, a fact based data driven approach leads to good decisions. Hard work pays off here, as it has for me”
- Sr. Manager Procurement

MOOLCHAND'S TALENT FRAMEWORK: SUPPORTING YOU

Key elements

Comments

Quote

Supportive environment

- Moolchand provides an environment in which employees feel that they are considered and cared

Recognition of life cycle

- We recognize the life cycle needs of an employee (e.g. taking care of children, health issues with parents, personal life, etc.) We provide support as appropriate

Recognition of needs/ flexibility

- For talented and established employees, flexibility is available

Security of income

- Moolchand does not have a “hire and fire” culture. We support employees in creating long term employment.

Social support

- Moolchand enables people to create a network of friends and colleagues beyond just work



“The management is highly compassionate and takes great care of those employees (and their families) who show commitment towards the organization”
- Manager Operations

DNA OF MOOLCHAND VALUE PROPOSITION FRAMEWORK



“We believe Moolchand offers an unrivalled platform for talent relative to our peers in healthcare”
- Vibhu Talwar
Managing Director,
Moolchand Medcity