

TRISTAR INTERMEDIATES PVT. LTD.

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Documents No.	TIPL/HRD/P/038	Supersede	Nil
Master Copy	Welfare Policy	Revision No.	NA
		Issue Date	01.04.2025
		Review Period	1 Year
		Review Date	01.04.2026

Objective : Tristar is committed to ensuring the holistic development, well-being, and a balanced lifestyle for all its employees. This policy aims to safeguard the physical, mental, social, and economic health of employees through various welfare initiatives.

Scope : This policy applies to all permanent, temporary, contractual, and third-party payroll employees of the company.

Policy Details:

• **Medical Assistance :**

Employees and their eligible dependents are provided assistance with medical expenses under the Company's Health Insurance Scheme and ESIC coverage

■ **Health & Wellness Programs:**

1. Regular health check-up camps.
2. Monthly healthy snacks to all employees to promote well-being and appreciation

■ **Financial Aid:**

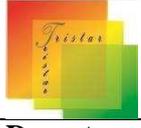
1. Emergency personal loans and Salary Advance facility for genuine needs.
2. Employee Provident Fund (EPF) and Gratuity as per applicable laws.

■ **Housing / Rent Assistance:**

1. Eligible employees may be provided company accommodation or HRA as per policy.

■ **Recreational & Cultural Activities:**

1. Annual picnics and festival celebrations such as Shree Satyanarayan Pooja, Ganesh Chaturthi Pooja, Dusshera, Diwali, Chritsmas, Holi etc
2. Sports and cultural events such as Annual Cricket tournaments, Navratri Garba.
3. Tristar recognizes marriage as a special milestone and conveys its heartfelt wishes to the employee and their family through a marriage gift.



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■ Employee Suggestion Box / Open Door Policy:

1. A platform is available for employees to freely share suggestions, complaints, or feedback.

■ Special Facilities for Women Employees:

1. Maternity leave and nursing breaks.
2. POSH Committee (Prevention of Sexual Harassment at Workplace).

■ Process:

Employees may contact the HR Department to avail any welfare scheme.
Confidentiality and respect will be maintained in all such matters.

Note:

The Company reserves the right to review and revise the welfare policy from time to time based on business needs and employee well-being.

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Reviewed & Approved By:

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