

Total rewards at KGS



Compensation

- **Pay**
Fixed Pay + Variable pay/Performance Bonus
- **Additional Pay** (Shift allowance/Weekend pay/on call allowance/Audit incentive pay; **as applicable**)
- **Flexi Benefits options*** -
 - Leave Travel Allowance
 - Meal vouchers
 - Car lease
 - Purchase of Smart phone/ Computer
- **Retiral Benefits**
(Flexi PF options,* ESI, Gratuity, NPS*)



Perks & Benefits

- Company transport **for a majority of the eight locations**
- Progressive Leave options
- Annual leave encashment upon exit
- Relocation benefits
- Referral rewards
- Meal allowance for working extended hours
- Dedicated support for expecting mothers
- Vouchers for new parents
- Day care tie ups

Insurance

- **Medical insurance** cover for Self + Dependents
- Voluntary Top up plans **for wider coverage**
- Infertility/Surrogacy coverage
- Coverages with special focus for LGBTQ colleagues
- Mental health therapies included
- Coverage of Ayush treatment (Ayurveda, Unani, and Homeopathy)
- **Personal accident Cover**
- **Life Insurance Cover**

Wellbeing

- Supporting the 6 pillars of Wellness-Physical, Mental, Emotional, Spiritual, Social, Financial
- Equal opportunity policy
- Agile work arrangements
- Employee Assistance Program including free & unlimited counselling sessions
- Annual Health Check up
- In office doctor consultation and Health Screenings
- 24x7 medical support and offers through online app
- App for Wellbeing support
- Well-being leave
- Recharge leave as 'Long term association' reward
- Emergency Medical Leave



Learning, Career & Recognition

Learning & Development

- Wide spectrum of trainings & certifications with Fee reimbursement & Study leave
- Internal career opportunities
- Global secondments in specific businesses
- Executive General Management Program with top tier I institutes
- LinkedIn learning
- Leadership development COE

Recognition

- Robust reward program 'Encore' with focus on New as well as tenured colleagues
- A dedicated online platform for recognition
- **Business specific** awards
- Long service bonus/ awards
- Appreciation month



Corporate Citizenship

- Environment sustainability at the foundation of whatever we do
- Committed to providing services to community, charitable or social causes
- Opportunities for colleagues to be attached to an NGO through Social Sabbatical leave policy
- Sambhav – Enabling colleagues to take time off from work to pursue skill based volunteering opportunities through reputed NGOs