

BENEFITS AND INCENTIVES IN INDIA

We offer a number of benefits and incentives in addition to base compensation.

Reach for the Stars Programme

The programme is about recognising talent, acknowledging outstanding sales achievements and sharing success. It not only rewards top sales staff on a quarterly basis, but the top performers globally are invited to a grand conference each year to celebrate their victory, network with global colleagues and most importantly share great ideas and best practices.

Grundfos Olympics

Every 4 years selected Grundfos employees from all over the world visit HQ in Denmark to participate in competitions within several different sporting categories. The Grundfos Olympics are all about building new friendships irrespective of nationality, religion or professional position.

Flexible work arrangements

Grundfos actively encourage a healthy work-life balance in the workplace by offering flexible work arrangements to suit individual needs. We are also committed to providing an adaptable working environment which can accommodate changes in personal circumstances.

Annual incentive scheme

If the business is doing well, rewards flow on to employees. It is possible to earn 7.5% -25% on top of your base salary if national sales targets and individual and team KPI's are met.

Merit review

Whilst annual salary increases are not guaranteed, comprehensive reviews are conducted each year which take into consideration the following:

- Employee performance
- Internal relativities
- External market data.

Long service award

Grundfos India rewards its long service employees with range of gifts:

- Employees completing 20 years of service is rewarded with INR 30,000 worth gift voucher & certificate signed by GM.
- Employees completing 15 years of service is rewarded with INR 10,000 worth gift voucher & certificate signed by GM.
- (Both of the above category will have their families invited during award sessions).
- 10 years of service is rewarded with a wrist watch.

Relocation assistance

Grundfos India offers relocation assistance for new joiners for easy mobilisation.

Employee referral incentive

If an employee refers a candidate and the person is hired the employee will receive a cash incentive up to INR 20,000.

Medical Insurance & Group Insurance coverage

Grundfos India offers a comprehensive medical insurance including employee's spouse, 2 kids and also extends to

parents. Besides this, Grundfos India offers employee benefit insurance plans, i.e. Group Term Life and Group Personal Accident Insurance.

Wedding & birthday gifts

Grundfos India offers a gift token of INR 5,000 for the newly married employee and birthday gift along with greeting card signed by the GM.

Fuel allowance & Internet allowance

Grundfos India offers fuel allowances for all employees and internet allowance for managers and above.

Travel insurance

All employees are covered under Grundfos Global Travel Insurance in India for international business travels.

Grundfos employee shares

Share offering is made to Grundfos employees for the purpose of attracting, retaining and motivating employees and to create mutual interest in Grundfos' journey. Grundfos believes in the benefits of co-ownership with the employees and wishing as many employees as possible get a chance to own a share of the company.

Staff loan

Grundfos India runs an internal employee welfare trust. The trust allows employees in need to avail loans.