

Orient Electric introduces menstrual leave

- *With this announcement, Orient Electric becomes one of the select few Indian companies to have introduced menstrual leave endorsing its commitment to building a diverse and inclusive work environment.*

December 20, 2022: Orient Electric Limited, part of the diversified USD 2.4 billion CK Birla Group, has introduced menstrual leaves for its women employees as part of its commitment to building a more diverse and inclusive work culture. With this announcement, Orient Electric joins the list of select few Indian companies to have introduced period leaves.

Commenting on this initiative, **Aditya Kohli, CHRO, Orient Electric** said, *“We believe that a more diverse and inclusive workforce with more women in the right roles creates an environment that is critical to our long-term business success. In line with this, we conduct regular Women Connect sessions wherein we listen to the experiences and expectations of our women workforce and one key discussion area emerging out of this has been menstrual health and hygiene. Given this background, we are happy to introduce a monthly menstrual leave for our women employees. We believe that women should not feel ashamed or stigmatized when talking about menstrual health or applying for period leaves. Besides this, we have other policies and programs in place which focus on women's health and safety and their equal representation in the workplace. We are also increasingly cognizant of the unconscious workplace bias and so we conduct regular organisation-wide sessions to raise awareness and understanding of bias and its impact. Our aim is to foster a conducive environment which allows everyone to feel accepted, valued, and included.”*

Orient Electric is a ‘Great Place to Work’ certified company, retaining the status for three years in a row, which endorses the ever-increasing trust and confidence of the large employee pool in the company’s strong and committed management practices and its transparency in being a people-centric organisation.

Disclaimer: This press release may contain some statements on our businesses or financials which are forward looking. Our actual results may be materially different from these forward-looking statements.

About Orient Electric Ltd.

Orient Electric Limited is part of USD 2.4 billion diversified CK Birla Group and a 'Fortune India 500' company with strong manufacturing capabilities and presence in over 40 countries. It is a trusted brand for consumer electrical products in India, offering a diverse portfolio of fans, lighting, home appliances and switchgears. In the domestic market, it has penetration up to the small towns with a well-organised distribution network reaching 1,25,000 retail outlets and a strong service network covering more than 450 cities. Orient Electric has established itself in the market as one-stop solution provider of lifestyle electrical solutions. For more information, visit www.orientelectric.com.

About CK Birla Group

The CK Birla Group is a growing US \$2.4 billion conglomerate that has a history of enduring relationships with renowned global companies. With over 25,000 employees, 41 manufacturing facilities, 21 service delivery locations, numerous patents and awards and a customer base that includes some of the world's best-known companies, the Group's businesses are present across five continents. For more information, visit us at www.ckbirlagroup.com

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