

Torrent Pharma has evolved a policy framework as a token of appreciation for women's contributions.

THE BENEFIT

Special Benefit will be granted for women employees based on documented medical advice of an empaneled gynecologist in case of maternity under Amendment to existing maternity benefits in Leaves and Holiday Policy.

- Woman employee is entitled for ML for twenty-six weeks for first two children.
- Two or more than two surviving children-ML for 12 weeks
- A woman who legally adopts a child below age of three months or commissioning mother ML for 12 weeks from date of child handed over or adopted.
- Miscarriage or Medical termination of pregnancy-ML for 6 weeks
- Tubectomy operation-ML for 6 weeks
- Maternity Leave can also be combined with Leave with prior sanction from the concern HOD

THE PURPOSE

At Torrent, we believe that our women employees are our valued assets. Their contribution and commitment is very valuable to us. As an organization, we do understand that they have higher childcare responsibilities as compared to their male counterparts. One way of supporting our women is by providing them enhanced maternity benefits.

THE ADVANTAGE

Women employees will get more time to rest and gain health during pregnancy as well as post-delivery. They can spend extended quality time with their little one to take care of its health needs (feeding, nursing, etc.)