

Title: APAR Health Care Coverage Policy

Released by : Head HR

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Policy No. : APAR/SOCIAL/POL/07

Version: 01/2022



Health Care Coverage Policy

1. Objective :

This policy lays down the guidelines to be followed for employees' health care in APAR.

2. Scope :

This policy applies to all employees across all Divisions and locations in India.

3. Guidelines :

- APAR is committed to ensure its employees and their family members, a dignified health care by insuring them with the best possible policies available.
- APAR has Family Group Mediclaim for all its employees, which covers their spouse and two children upto 25 years of age with below mentioned insured sum:

S. No.	Designation	Employee	Spouse	Per Child
1.	Senior Vice President, Vice President, Assistant Vice President, Senior General Manager and General Manager	15,00,000	7,50,000	2,50,000
2.	Senior Deputy General Manager and Deputy General Manager	8,00,000	4,50,000	2,00,000
3.	Senior Assistant General Manager and Assistant General Manager	5,50,000	4,50,000	2,00,000
4.	Senior Manager and Manager	4,50,000	3,50,000	1,50,000
5.	Deputy Manager, Assistant Manager, Shift In-Charge, Senior Officer, Senior Engineer, Management Trainee (MBA), Graduate Engineer, Officer and Diploma Engineer, PA	3,50,000	2,00,000	75,000
6.	Officer below above designation	2,50,000	1,50,000	75,000

- APAR reserves the right to alter the above mentioned sum insured at any point of time.
- APAR has Group Accidental Policy for all its employees to compensate the employee or his family in case of any case of disablement or fatality arising out of accidental injury as per the insured sum given below.

S.No.	Designation	Sum Insured
1	Sr. V P & Above	1,00,00,000
2	VP	80,00,000
3	GM to AVP	60,00,000
4	DGM & Sr. DGM	50,00,000
5	Sr. AGM & Below	50 Lacs or 80 times of Basic, whichever is lower

- APAR facilitates and organizes annual executive health check-up for all its employees.

Process Owner: HR

Kushal N Desai
Chairman & Managing Director