

# Kimberly-Clark Benefits

## SUPPORTING YOUR OVERALL WELLBEING

The value of working for K-C goes well beyond a paycheck. K-C provides a comprehensive benefits program and numerous resources designed to support your overall financial, emotional, and physical wellbeing.



### Health

Medical Insurance	<p>K-C's employees will automatically be covered under our Group Medical insurance at no cost to you</p> <ul style="list-style-type: none"><li>Cover includes - Insurance cover (family floater) of 5 Lakhs covering self, spouse (Live in partner/ LGBTQ), 2 dependent children (up to 25 years of age) and dependent parents</li></ul>
Annual Health Check up	<p>Ensuring we support the health and well-being of our employees we provide regular health checkups.</p> <ul style="list-style-type: none"><li>Employees are covered for 1 annual health check up with a K-C appointed provider</li><li>As an additional benefit, family members of employee can make use of a health check up with the same provider at corporate rates.</li><li>Tele counseling /Doctor online available for employees 6 days a week, 8am to 7pm</li></ul>

### Protection

Personal accident	<ul style="list-style-type: none"><li>K-C will provide protection for you following an accident. Coverage of 3 times fixed salary (AGC)</li></ul>
Term Life	<ul style="list-style-type: none"><li>Life insurance gives financial support to your family if the worst were to happen. Coverage of 3 times fixed salary (AGC)</li></ul>

### Financial

Day Care	<ul style="list-style-type: none"><li>Employees (female) are eligible to claim up to INR 10,000/month for support with day care expenses occurred for up to 2 children between 6 months – 6 years of age</li></ul>
Mobile phone allowance	<ul style="list-style-type: none"><li>Employees can have some of their mobile costs reimbursed (amount dependent on role)</li></ul>

### Time off

<b>Time Away From Work</b> <ul style="list-style-type: none"> <li>• Privilege Leave</li> <li>• Casual Leave</li> <li>• Sick Leave</li> <li>• Relocation leave</li> <li>• Bereavement leave</li> <li>• Maternity/Adoption Leave</li> <li>• Paternity/Adoption leave</li> </ul>	<p>To support your well-being, we recognize that you need time away from work</p> <ul style="list-style-type: none"> <li>• 24 days of privilege leave per calendar year</li> <li>• 8 days of casual leave per calendar year</li> <li>• Sick leave on a need basis</li> <li>• Relocation leave of 3 days</li> <li>• Bereavement leave of 5 days</li> <li>• Maternity leave of up to 26 weeks paid &amp; up to 20 weeks Adoption leave</li> <li>• 15 days of paternity leave</li> </ul>
<b>Well-Being</b>	
<b>Employee Assistance Program (EAP)</b>	<p>K-C's EAP provides access to wellbeing support both in-person and virtually.</p> <p>Administered by TELUS HEALTH the confidential EAP provides 6 free counseling sessions per situation per member each year including for up to 5 household members.</p> <p>Additionally, online resources &amp; tools can be accessed via an app or web application.</p>
<b>Well-Being</b>	<p>K-C provides an internal well-being hub in line with their THRIVE Well-being pillars, supporting employees with some tools regarding social, financial, physical and emotional well-being.</p> <ul style="list-style-type: none"> <li>• Further financial, social, emotional and physical learning and engagement sessions will be offered throughout the year</li> </ul>





## Learn More

The benefits listed on this flyer are just the beginning. For more information on all of the great benefits K-C offers, visit KC&ME.

*This document is a summary of the governing Plan documents and policies. It's intended to be a brief description and cannot present all the details of the Plan provisions.*

*Kimberly-Clark reserves the right to make changes to its benefits programs at any time.*