

QACA Health Improvement Policy

Health Improvement

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Contents

I.	Introduction	2
II.	Purpose	2
III.	Applicability:	2
IV.	Timeframe	2
V.	Confidentiality:	2
VI.	Key Components	3
VII.	Health Rewards and Benefit Plans	3
VIII.	Implementation:	4
IX.	Conclusion	4

Introduction

Quality Austria Central Asia is dedicated to fostering a culture of health and wellness within the organization. We strive to provide resources, support, and incentives to empower our employees to make positive lifestyle choices.

Purpose

At Quality Austria Central Asia, we recognize the importance of promoting a healthy lifestyle among our employees. A healthy workforce not only contributes to individual well-being but also enhances productivity and overall organizational success. This Health Improvement Policy outlines our commitment to supporting employees in their journey towards better health and well-being.

Applicability:

- This policy applies to all employees of Quality Austria Central Asia, regardless of employment status (full-time, part-time, temporary, etc.), position, or location.
- Contractors, consultants, and other non-employee personnel engaged by the company may also be encouraged to participate in wellness activities and initiatives, subject to the discretion of management. Although they will not be eligible for challenges and rewards.
- Only employees who are on roll with Quality Austria Central Asia shall be eligible to participate for monthly HIP challenges.

Timeframe:

The Health Improvement Policy is effective immediately upon approval and will remain in effect until further notice. The policy may be reviewed and updated periodically to ensure alignment with evolving organizational needs, industry best practices, and regulatory requirements.

Confidentiality:

- All health-related information collected from employees, such as participation in wellness programs or requests for accommodations, will be treated confidentially in accordance with applicable privacy laws and company policies.

- Individual health status or participation in wellness activities will not be used for performance evaluation or disciplinary purposes.

Key Components:

Physical Activity Promotion:

1. **Walking Challenge:** We encourage all employees to engage in regular physical activity, particularly walking.
2. To incentivize participation, we will implement a 3 (three) monthly walking challenge of 3,00,000 steps in each month.
3. Employees who meet their monthly walking step targets will be eligible for rewards in every 3 months.
4. Employee shall have to provide adequate history of monthly data, of walking through any verified mobile phone application or smart watches.

Nutrition and Healthy Eating:

1. **Nutritional Education:** We will organize workshops, seminars, and informational sessions on healthy eating habits, portion control, and nutrition.
2. **Healthy Eating tips:** We shall connect our employees to industry experts who can help them learn healthy living and healthy eating.

Mental Health Support:

1. **Employee Assistance Program (EAP):** We will provide access to counseling services and resources to support employees' mental health and well-being.
2. **Stress Management Workshops:** We will conduct workshops on stress management techniques, mindfulness, and relaxation exercises.

Health Rewards and Benefit Plans:

1. **Walking Challenge Rewards:** Employees who meet their monthly walking step targets for the month will be eligible for rewards such as gift cards, extra paid time off, or wellness-related merchandise.
2. **Fittest Employee of the Month:** Apart from the walking challenge rewards, we will recognize one employee each month as the "Health Champion" or "Wellness Warrior" based on their commitment to health improvement and participation in wellness activities. The chosen employee will receive special recognition and prizes.

3. **Health Camps:** We will organize periodic (Bi-annually/Annually) health camps for employees within our regional and corporate offices to promote regular check-ups for employees.
4. **Eye-Care Camps:** We will organize annual eye checkup camps for employees within our regional and corporate offices to facilitate regular eye care for employees.

Implementation:

This Health Improvement Policy will be communicated to all employees through company-wide announcements, email newsletters, and posters displayed in common areas. Representatives from People Function and Admin Team will be available to address any questions or concerns regarding the policy.

Conclusion:

At Quality Austria Central Asia, we are committed to creating a supportive environment where employees can thrive both personally and professionally. By prioritizing health and wellness, we aim to foster a culture of vitality, resilience, and high performance.

On behalf of Quality Austria Central Asia Pvt. Ltd.



Pankaj Rai
 (Managing Director)

Revision Number	Date	Revised by	Approved by	Summary of changes
QACA-PF-11-Rev00	02 Aug 2023	Head - People Function	Managing Director	Initial Issue
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