

TESCO REWARDS AND BENEFITS

At Tesco, we are committed to providing the best for you.

As a result, our colleagues enjoy a unique, differentiated, market- competitive reward package, based on the current industry practices, for all the work they put into serving our customers, communities and planet a little better every day.

Our Tesco Rewards framework consists of 3 pillars - Fixed Pay, Incentives, and Benefits. Total Rewards offered at Tesco is determined by four principles - **simple, fair, competitive, and sustainable.**



Salary

Your fixed pay is the guaranteed pay as per your contract of employment



Making Retirement Tension-Free

In addition to Statutory retirement benefits, Tesco enables colleagues to participate in voluntary programmes like NPS and VPF



DIY Comp Plan

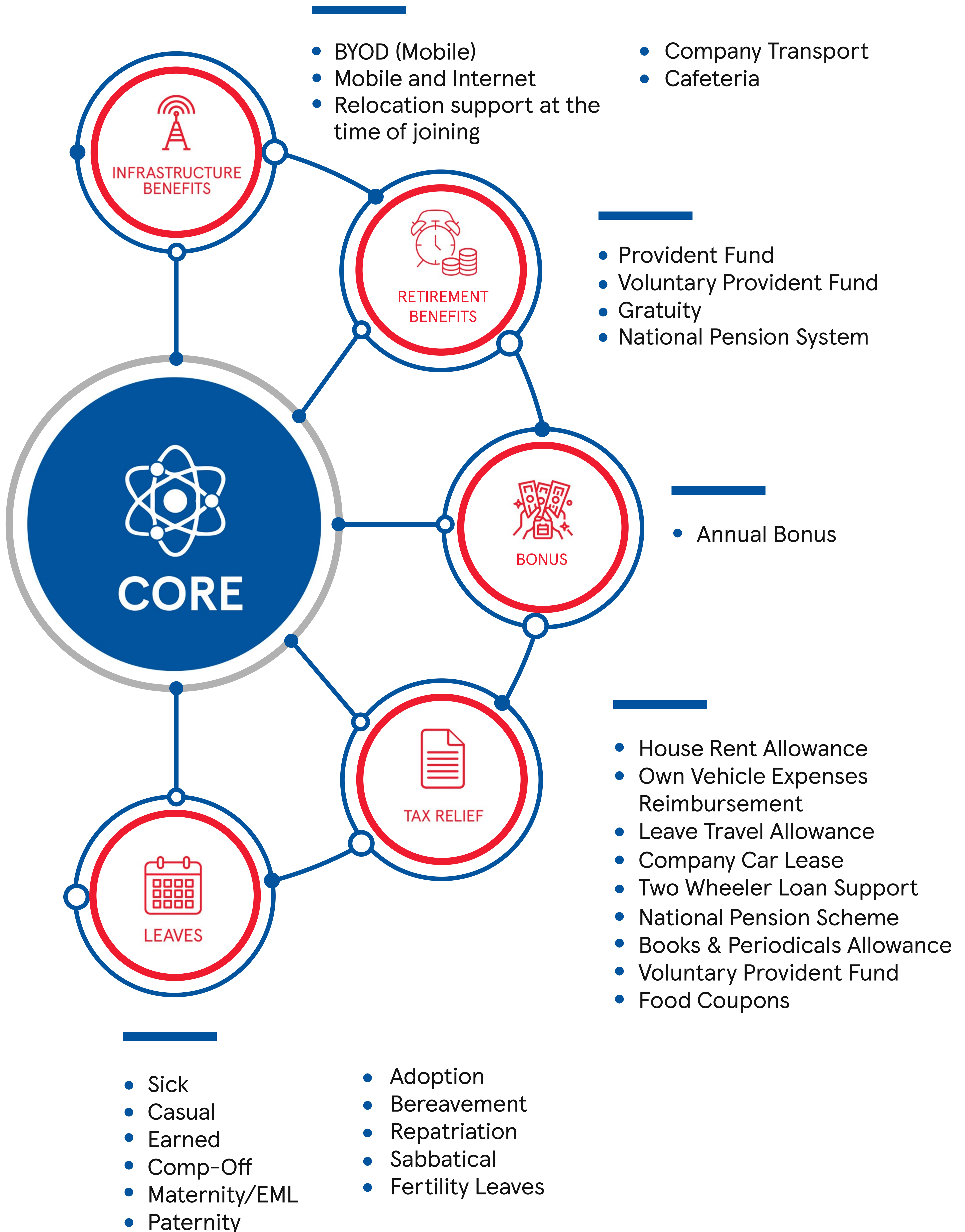
Tesco provides flexibility to colleagues to allocate pay components based on their needs in the most tax efficient manner



Health is Wealth

Tesco promotes programmes that support a culture of health and wellness including insurance for colleagues and their family. Our medical insurance provides coverage for dependents including parents or in-laws.

OUR BENEFITS



OUR UNIQUE BENEFITS



- Green Campus
- Amphitheatre
- Dress As Yourself
- E-cafe
- Collaborative Workspace
- Hybrid Working
- Flexible Working Hours



- Cricket Pitch
- Football Pitch
- Badminton Court
- Volleyball Court



- Same gender partner cover through insurance
- Live-in relations covered
- Adoption policy
- Gender reassignment surgery support



- Yoga At Tesco
- Annual Health Check-up
- Colleague Assistance Programme
- Healthy Pregnancy Programme
- Financial Wellness



- Crèche Policy
- Star Bazaar Store
- Hatti Kaapi
- Hunger Box



- Learning & Development
- Rewards and Recognition
- Shift Allowance
- Referral Bonus
- Adoption Policy
- Live-in relations covered
- Legal care



- Coverage for specially abled colleagues and family
- Coverage for partners irrespective of gender and marital status
- Coverage for siblings under family definition (1+5)
- Coverage for infertility treatment expenses, for both male and female colleagues

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