2021 VACCINATION COMPLIANCE SURVEY RESULTS - INDIA

RESPONSE STATISTICS
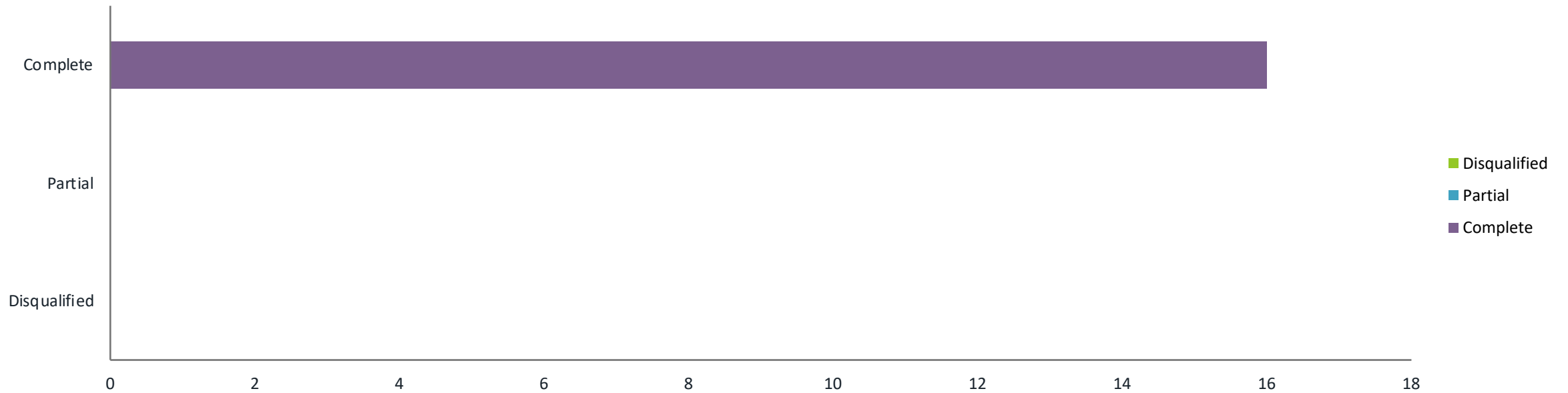
	Count	Percent
Complete	16	100
Partial	0	0
Disqualified	0	0
Totals	16	

Are you making it mandatory for your employees to get vaccinated (whether partially or fully) before they return to work?

Value		Percent	Count
Yes		43.8%	7
No		56.3%	9
Totals			16

If no, i.e. if you cannot mandate vaccination as a condition of entry (or cannot inquire about vaccination status), then what are you doing to ease restrictions for returning to office?
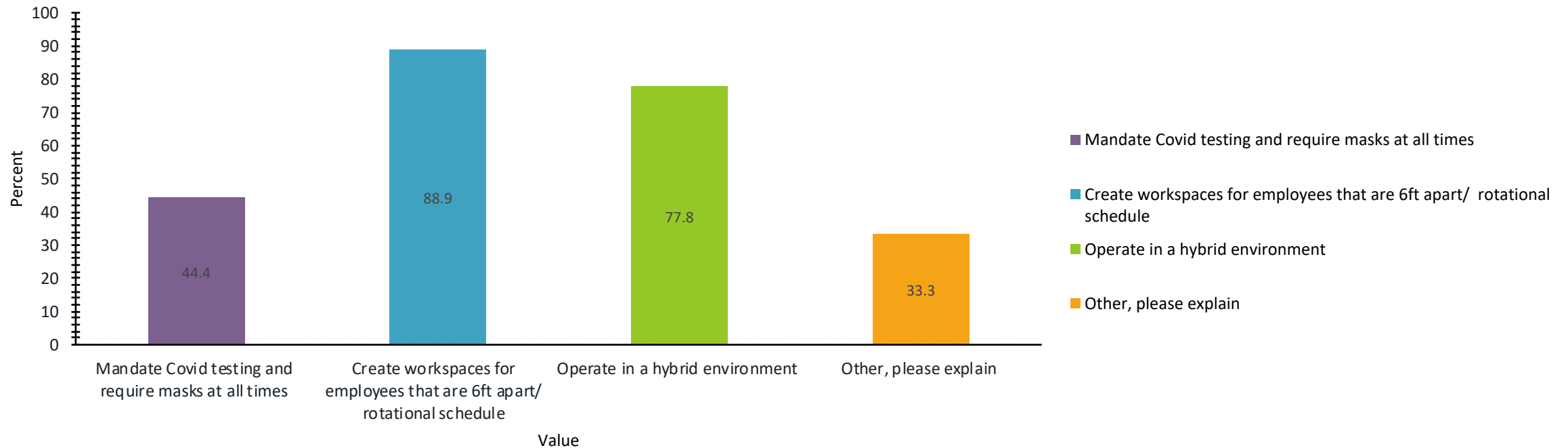
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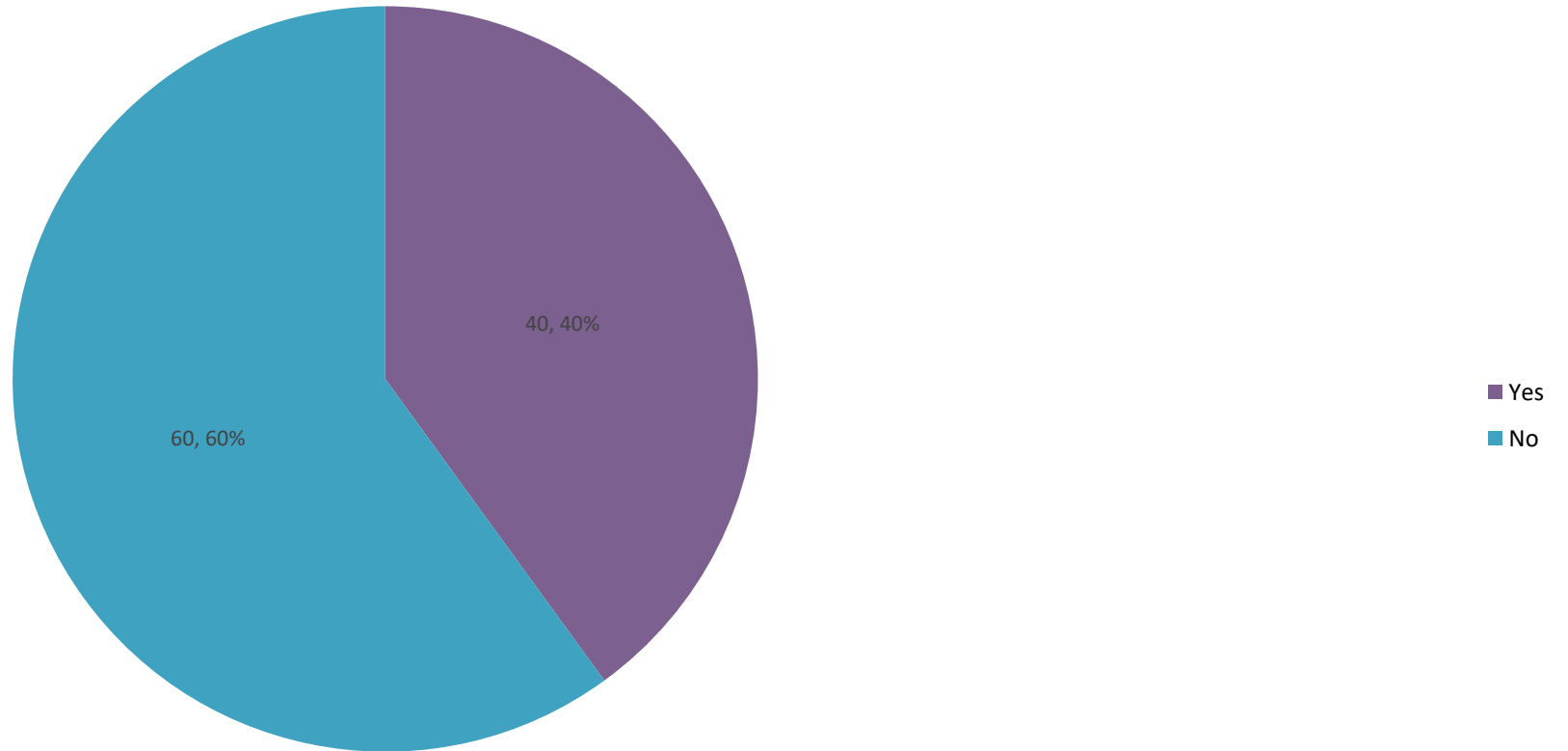
Value		Percent	Count
Mandate Covid testing and require masks at all times		44.4%	4
Create workspaces for employees that are 6ft apart/ rotational schedule		88.9%	8
Operate in a hybrid environment		77.8%	7
Other, please explain		33.3%	3

Other, please explain	Count
It is not mandatory for employees to join office yet. However, vaccination is being provided free of cost to all employees.	1
We encourage vaccination and mandates COVID test if not vaccinated	1
masks, temp. checks, body scans, santisers	1
Totals	3

Are you making it mandatory for clients and other visitors to get vaccinated (with partially or fully) before entry into your offices?

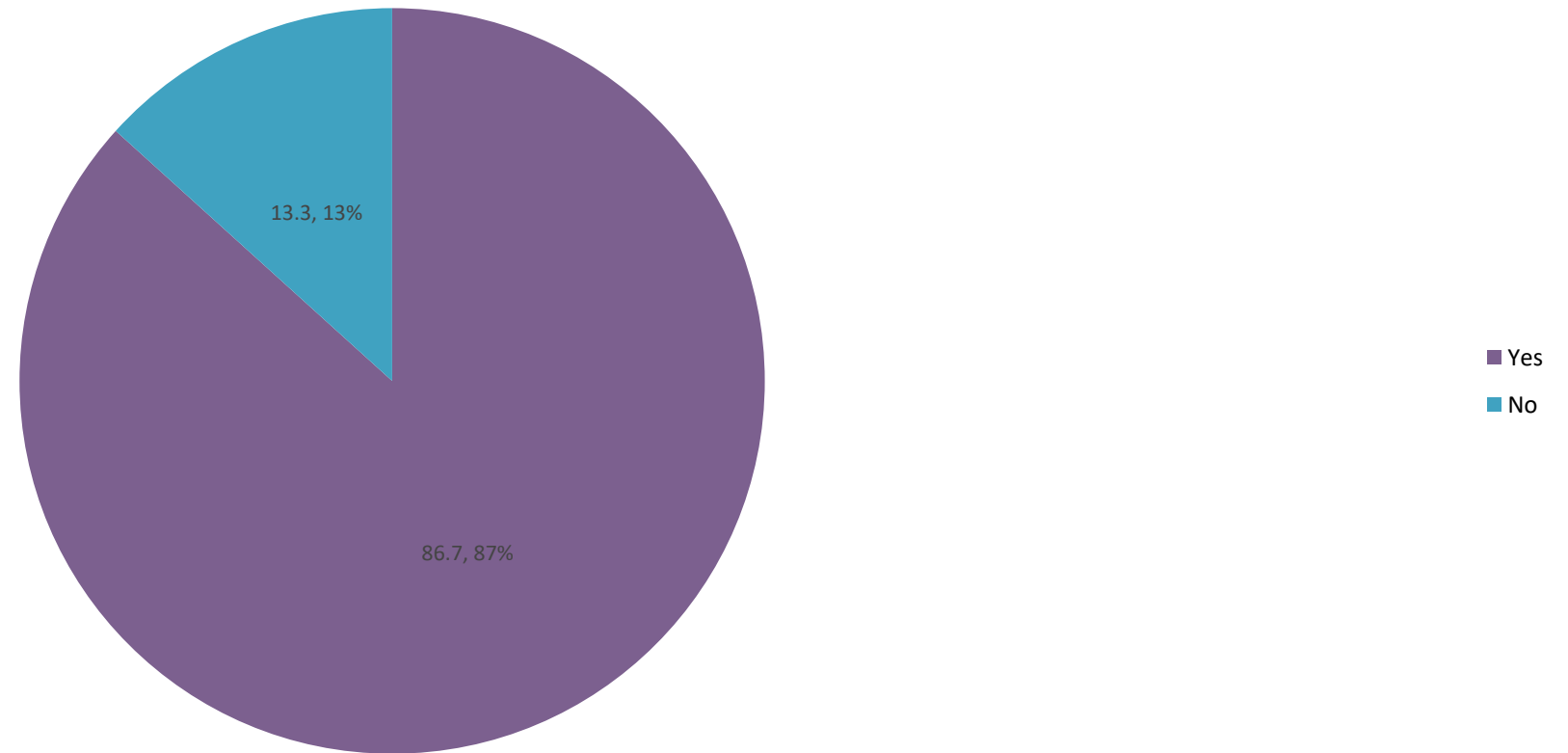| Value		Percent	Count
Yes		40.0%	6
No		60.0%	9
Totals			15

If no, please explain the reason.

ResponseID	Response
13	RT-PCR -ve Test report is mandatory for entering into office. Clients and other visitors can meet employees in ground floor meeting rooms without RT-PCR -ve Test report.
14	It is not mandated by govt and therefore implementation is more difficult to pursue.
25	The decision to open the office has not been made yet and therefore this is not applicable currently.
28	it is against the law
42	The company does not plan to open up the offices until the situation improves, hence there appears to be no reason to make a mandate on vaccination for clients and other visitors yet.
43	currently visitors are not allowed in the offices
45	As there are legal limitations to mandate vaccination, we have not mandated vaccination for entry to office. However, we encourage vaccination. Entry to offices are allowed for vaccinated folks, and COVID test is mandatory if not vaccinated.

Are you capturing data from employees about vaccination status?

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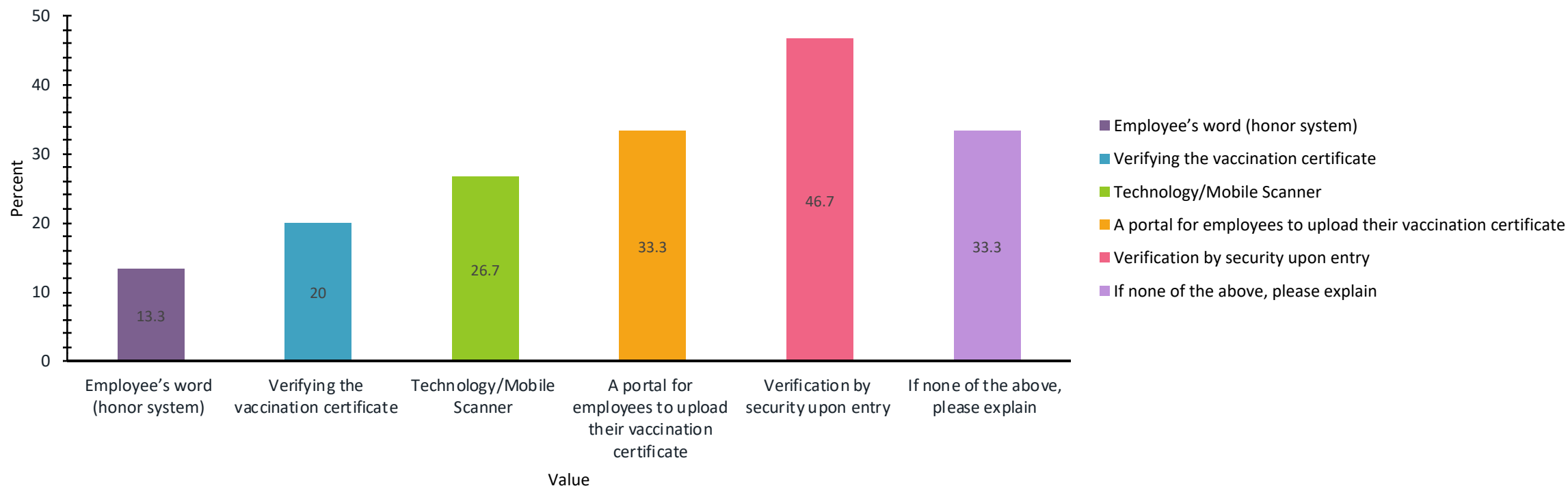| Value		Percent	Count
Yes		86.7%	13
No		13.3%	2
Totals			15

If yes, you are collecting just the status of vaccination; OR are you collecting vaccination certificate for proof? Help text

| ResponseID	Response
13	Just Status
14	just status and that too voluntary basis
18	We are hosting Medical Camps at Mahindra Towers and capturing the data as well as copy of their vaccination certificates through internal portal of our CIS-Admin team to ensure that we have all employees records as well as we keep on repeating the camps and remind our employees timely for their 2nd dose!
19	Collecting both, however its entirely voluntary and not a mandate - since we feel that it falls under category of confidential information.
25	The data is being collected for official records where vaccination is being provided by office free of cost. No certificate or proof has been asked from any employees as on date.
28	certificate
30	Vaccine certificate collection and recording in the internal portal
34	status
42	Only collecting status of vaccination. The purpose primarily being for arranging onsite/ off-site vaccination drives.
45	Collecting only the vaccination status, and uploading vaccination certificate is optional.
49	Status of vaccination

If you are requiring vaccination as a condition of entry, what method are you using to determine the vaccination status of the employees?

Value		Percent	Count
Employee's word (honor system)		13.3%	2
Verifying the vaccination certificate		20.0%	3
Technology/Mobile Scanner		26.7%	4
A portal for employees to upload their vaccination certificate		33.3%	5
Verification by security upon entry		46.7%	7
If none of the above, please explain		33.3%	5

If none of the above, please explain	Count
Not applicable yet	1
Not mandatory	1
Security verify -ve RTPCR Test Report	1
Vaccination is not a pre-requisite to enter premises, but the organisation does have self-declaration being filled up by entrants to take on record their health condition in general.	1
vaccination not mandatory	1
Totals	5

If an employee refuses to be vaccinated (with no legitimate grounds) are you requiring them to work from home, and if no role is available for WFH, could this lead to termination of employment?

46.7, 47%

53.3, 53%

■ No
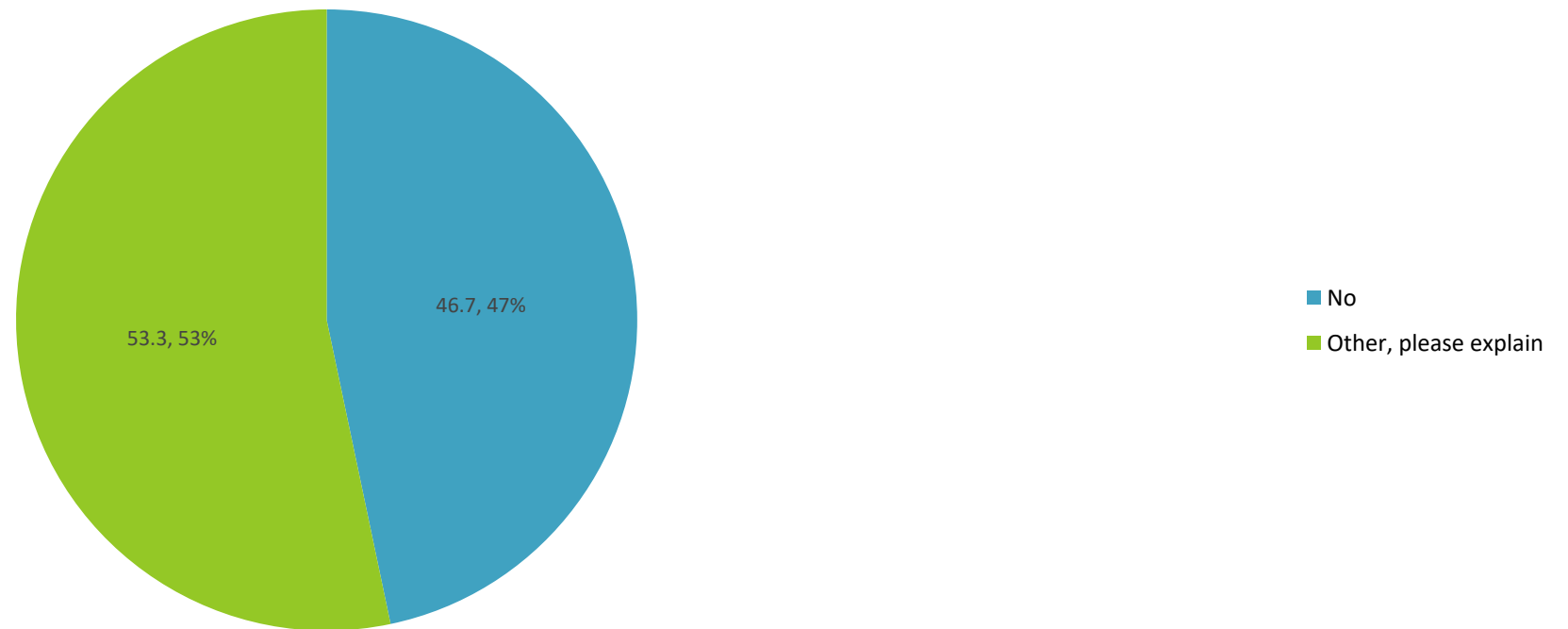
■ Other, please explain

If an employee refuses to be vaccinated (with no legitimate grounds) are you requiring them to work from home, and if no role is available for WFH, could this lead to termination of employment?

Value		Percent	Count
No		46.7%	7
Other, please explain		53.3%	8
Totals			15

| Other, please explain	Count
It is compulsory, and a declaration has been taken from the employees. They are required to work from Home and no COVID benefits will be provided to any such employees or their families in case they get positive in the future.	1
Vaccination does not determine employment grounds.	1
WFH is continuing for employees	1
We at Mahindra have been fortunate enough that none of our employees, TPA, Associates have refused to be vaccinated!	1
allowing WFH during employment, w/o enforcing no physical contact with at work employees	1
not contemplated yet	1
not decided yet	1
Totals	7

If you have mixed population in offices (of vaccinated and not vaccinated), please tell us more about how are you planning to keep them safe – restricting entry to certain areas in office/different floors/office areas for unvaccinated people/ RTPCR, RAT testing/specific identifications?

ResponseID	Response
13	Rotation with 30% occupancy with -ve RTPCR Test Report
14	Operating at 50% depending on the state of operation otherwise complete WFH - need based requirement for office visits as of now.
18	We at M&M are still working from home if the job doesn't demand face to face interaction with customers or frontline jobs. with the mixed population we have social distancing desks plus book your place through App services (Hot Desks) and other medical norms are being followed like hand sanitizers, no shake hands, masks on at all the times while being in the office etc.
25	Not applicable
27	We are supporting vaccination in all our offices and conducting regular drives in which all employees and their families can get vaccinated.
28	RTPCR and social distancing
34	as explained earlier
42	The company is still in a WFH mode.
43	-
45	Entry to offices will be allowed only for employees those who are vaccinated, and COVID RTPCR test taken in 72 hrs is mandatory for folks those who are not vaccinated. To ensure safety, we continue to adhere to safety precautions viz wearing of masks, social distancing, workplace sanitizations etc
49	Restricting entry to certain areas

Are there any initiatives you are planning to encourage and promote vaccination amongst employees?
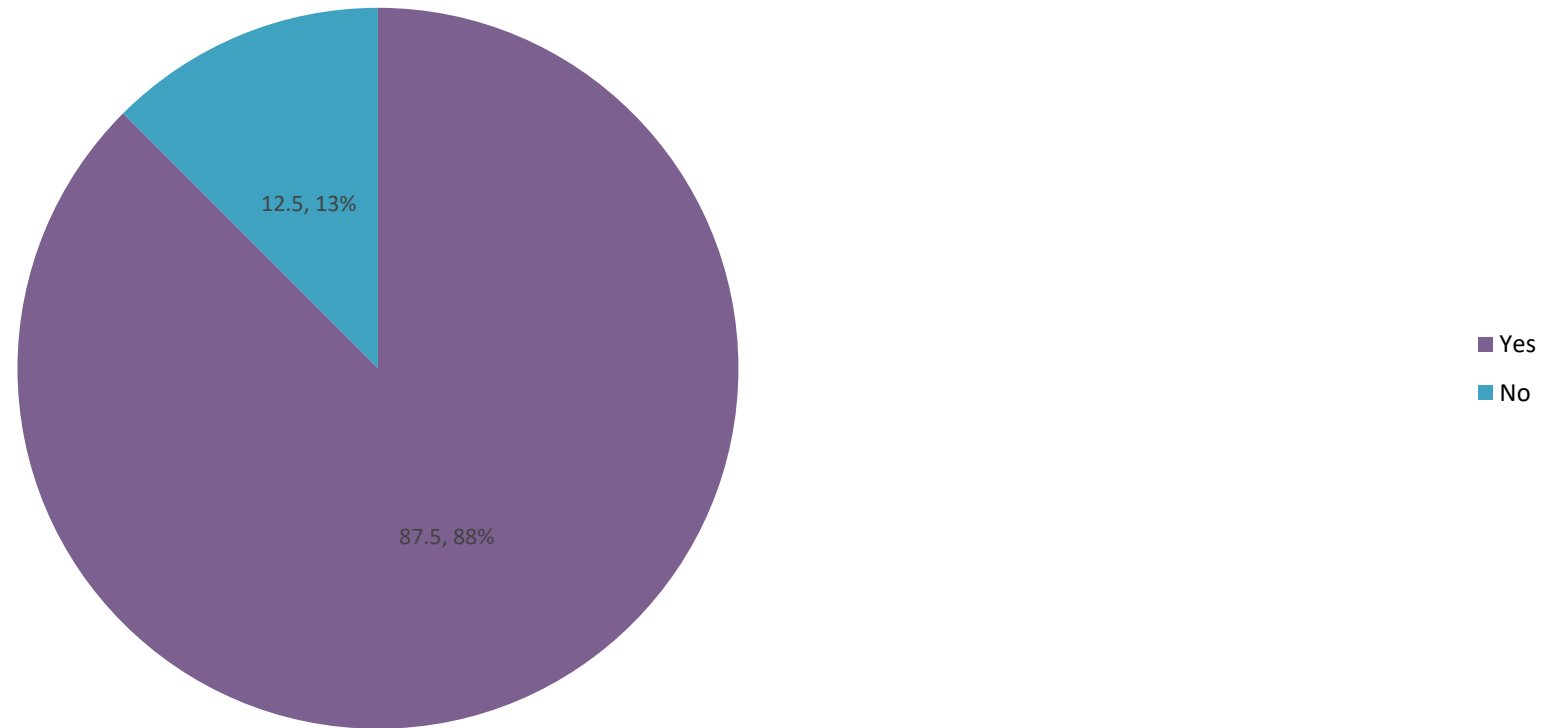
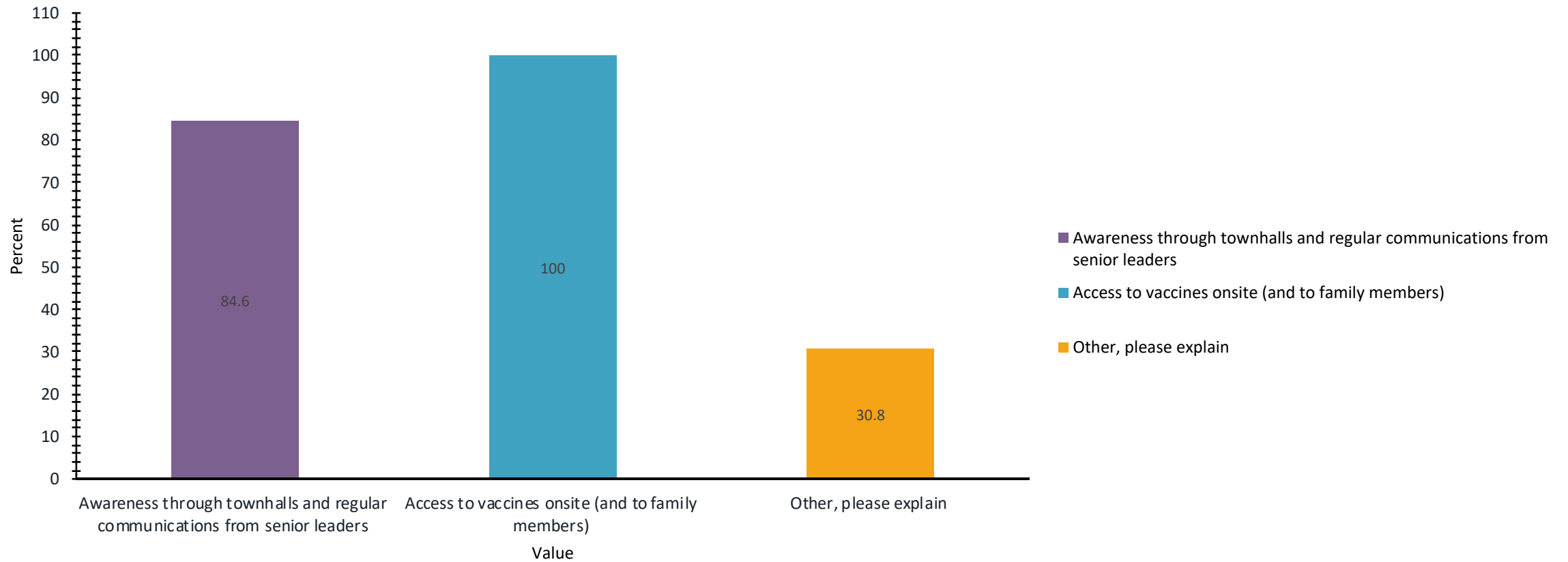# Are there any initiatives you are planning to encourage and promote vaccination amongst employees?

Value		Percent	Count
Yes		87.5%	14
No		12.5%	2
Totals			16

If yes, please share details

# If yes, please share details

| Value		Percent	Count
Awareness through townhalls and regular communications from senior leaders		84.6%	11
Access to vaccines onsite (and to family members)		100.0%	13
Other, please explain		30.8%	4

Other, please explain	Count
Free vaccination being offered to all employees and their immediate family members.	1
Vaccination for employees paid by Company	1
We are also allowed to get our househelp, drivers vaccinated through this camp.	1
vaccination camps at office for employees and their families	1
Totals	4

2021 BELA SOUTH ASIA CYBERSECURITY REPORT
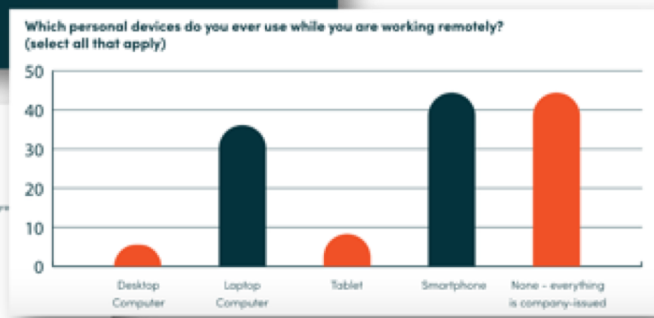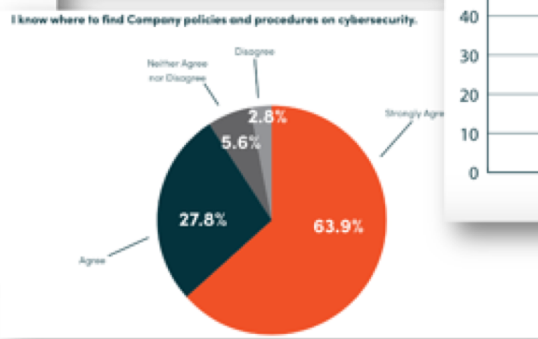
This comprehensive report was compiled under the direction of our BELA South Asia working committee, which consists of leaders from **TATA Steel, Honeywell, Intel** and **Cummins.**

We believe this report contains essential information that will help inform and arm you with data, resources, and thought leadership.

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– Arundhati Bhattacharya, Chairperson and CEO of Salesforce India.
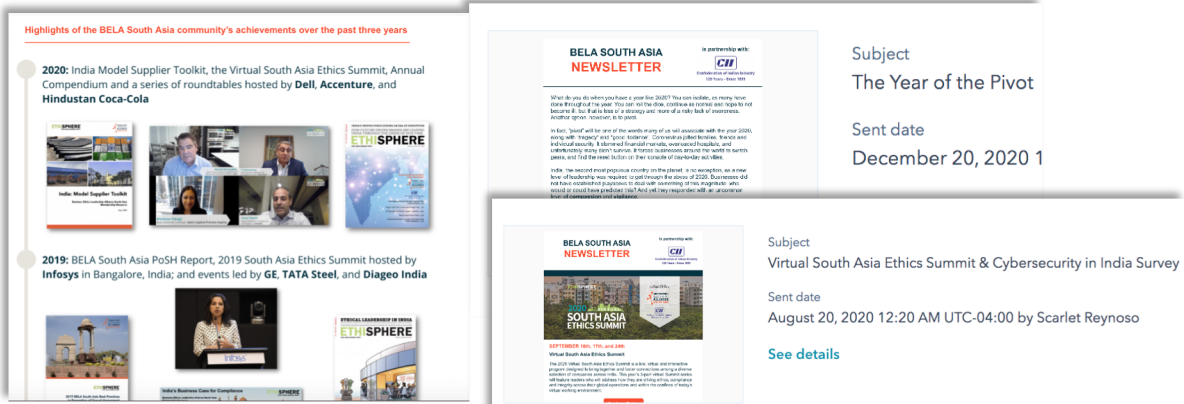
BELA SOUTH ASIA RECAP: "LEADING THROUGH CRISIS"

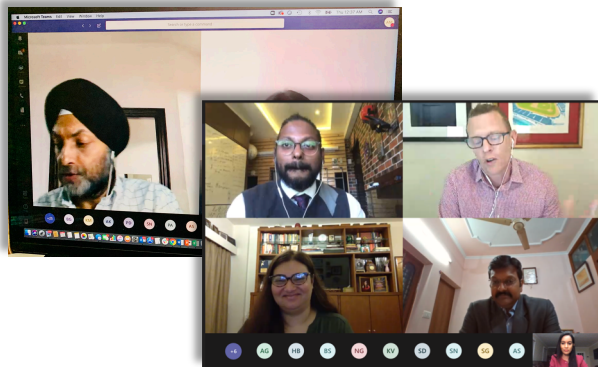**Publications, Magazines and Research Projects**

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