

Hilti India Private Limited has been ranked the 16th Best Workplace in India for 2023 by Great Place to Work!

India, 31th August 2023 - Hilti India Private Limited is proud to announce that it has been ranked 16th amongst India's great mid-size workplaces by Great Place to Work® Institute. This esteemed recognition highlights Hilti's commitment to build a healthy work environment that places immense emphasis on employee well-being and growth.

Awarded to employers with an outstanding employee experience, the coveted 'Great Mid-Size Workplaces' list by GPTW® Institute is compiled after a rigorous evaluation of organizational culture, engagement, and people practices. For Hilti India, being certified for the 6th consecutive year by GPTW is a remarkable achievement, as it secures the 16th rank among the great mid-size organizations in India. The recognition given to Hilti India is a testament to its commitment to employee satisfaction and happiness.

Since its inception, Hilti India has empowered its team members with the freedom to chart their own career development paths. Its culture is driven by a people-development philosophy called MOMENT, which emphasizes frequent discussions, strength-based conversations, and ownership by team members of their professional growth.

Hilti India believes in providing an inclusive environment for everyone, regardless of gender, age, nationality, or educational background. Beyond leadership commitment, they enable employees to become 'Inclusion Champions' through initiatives like OwnIT, Diversity Dialogues, and Coffee Connects. Recognizing the importance of achieving gender balance, Hilti India leads the construction industry in breaking barriers and providing opportunities to women, especially in leadership roles.

Even with rapid growth, Hilti India has remained a close-knit organization, known for its warmth and camaraderie, providing multiple platforms for employees to connect and engage. Their unique performance-with-care philosophy actively encourages employees to plan their vacations and utilize their leaves to rejuvenate and strike a work-life balance. The Hilti 360 program brings a holistic approach to well-being, focusing not only on physical wellness but also on mental, financial, and social aspects, helping Hiltians find the right balance.

With market-leading benefits, including best-in-class insurance, 9 months of maternity leave, creche allowance, and a long-term commitment to flexibility, they ensure that employees can continue to pursue their aspirations at all stages of life.

What binds everyone together is the culture – 'The Hilti Way', which is kept alive and breathed by their 'Sherpas' – tenured Hiltians who act as culture ambassadors. These Sherpas induct, coach, and train leaders and team members in The Hilti Way, periodically organizing team camps that allow them to continuously reflect on and reinforce their core values of integrity, courage, teamwork, and commitment.

Speaking about this achievement, Devika Tandon, Director-HR of Hilti India, said, "This is a great honor for us. Our employees are at the core of everything we do, and we constantly strive to create



a flourishing environment for them where they can not only contribute to the company to the best of their abilities but also grow into the best versions of themselves. We have worked hard to create a diverse and inclusive workplace, and we strongly believe that every voice needs to be heard to achieve overall growth. This recognition will further encourage us to pursue innovation while keeping our workforce at the center of it all.”

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The Hilti Group supplies the worldwide construction and energy industries with technologically leading products, systems, software and services. With about 30,000 team members in over 120 countries the company stands for direct customer relationships, quality and innovation. Hilti generated annual sales of more than CHF 6.3 billion in 2022. The headquarters of the Hilti Group is in Schaan, Liechtenstein, since its founding in 1941. The company is privately owned by the Martin Hilti Family Trust, which ensures its long-term continuity. The Hilti Group's strategic orientation is based on a caring and performance-oriented culture and its goal is to be its customers' best partner for productivity, safety and sustainability.