

# HR Policies



## Transparent Appraisal System

“Be your own appraisee rather than waiting for HR reviews – track your performance in real time and grow.”

One of our most unique and innovative model in the industry that set us apart and that empowers our colleagues by ensuring a fair process & transparency of one’s appraisal. We provide an open platform for an individual to enhance his/her career and chart out their own growth path to earn much above market offerings.

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## Certifications - Technologies and Partners

Become skilled with industry level certificates and have organization support your dreams in your career growth path.

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## Flexi Timings

Strike a Perfect Work Life Balance.

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## Work from Home

In the event when one cannot work from office due to personal sickness/family emergency/out of station responsibilities but is able to work from Home to comply his / her duties, we provide Work From Home option. Our IT Team is well equipped to help us setup flawless experience working from home.

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## Close to Home

The C2H policy allows you to be close to ‘wherever home is,’ be it any corner of the country, and still be with Gateway!

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## GIFT – Fast Track your Career Growth

Set KPI’s, visible one click away allows full transparency to grow within Gateway. Through our Gateway Internal Fast Track (GIFT) Program start your fast track development (both in role and financially) without having to wait for yearly reviews. This can be done requesting GIFT to enable various evaluations including a rigorous formal meeting with the Technical Committee comprising of Technical Experts with various skills.

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## Onsite Opportunities

Along with experts and excel in your career through hands-on experience.

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## Celebrating Womanhood

Encouraging women to work at the best of their abilities irrespective of their circumstances.

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## Chief Health Office

Chief Health Office in our company has been created for all our team members to support them in all their health issues.

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## Celebrating Motherhood

We go beyond 6 months paid maternity as per government norms to support our women colleagues. Additional flexibility /work from home options for a period of 2 years depending on their personal need, role as well as work requirements.