

eon free zone
IT & IT-eS 'SEZ'

NEWSLETTER

OCTOBER-DECEMBER 2019

Freedom to be Happy.
Freedom of Thought.
Freedom to Associate.
Freedom to Express.

EXPERIENCE FREEDOM



EON FREE ZONE II,
Image shot on location.



FOREWORD



Greetings from Panchshil!

We are pleased to present the Silver Jubilee edition of the EON Free Zone newsletter – LIFE.

The first edition of 2020 marks a new beginning and reflects on exciting celebrations we all witnessed in the last quarter of 2019. EON Free Zone II also witnessed the opening of the expansive health club, ABS Fitness spread over approximately 50,000 sq.ft. in its premises. The 25th Edition also includes a glimpse of grand Diwali festival celebrations and Christmas carnival besides other workshops and events that took place in the SEZ premises.

Our heartiest new year wishes to all the associates and occupiers at EON Free Zone. We wish you a wonderful year ahead and look forward to many more engaging activities in the coming months.

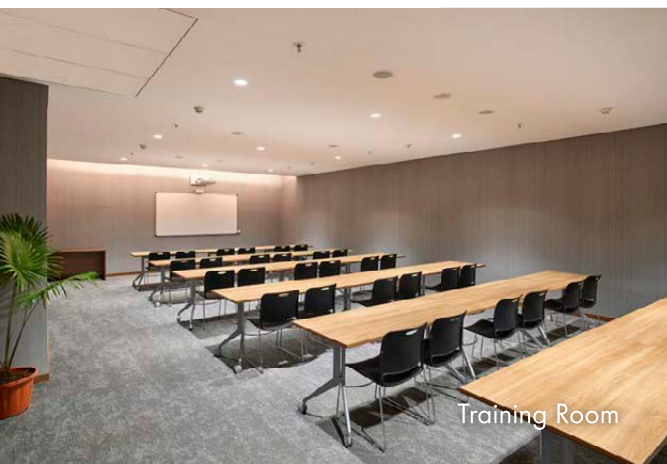
We hope you thoroughly enjoy this edition of LIFE as we continue to bring you more updates and announcements with each issue.



Tower A - Transfer Lobby



Tower B - Transfer Lobby



Training Room



Auditorium





Crèche

EON FREE ZONE-II



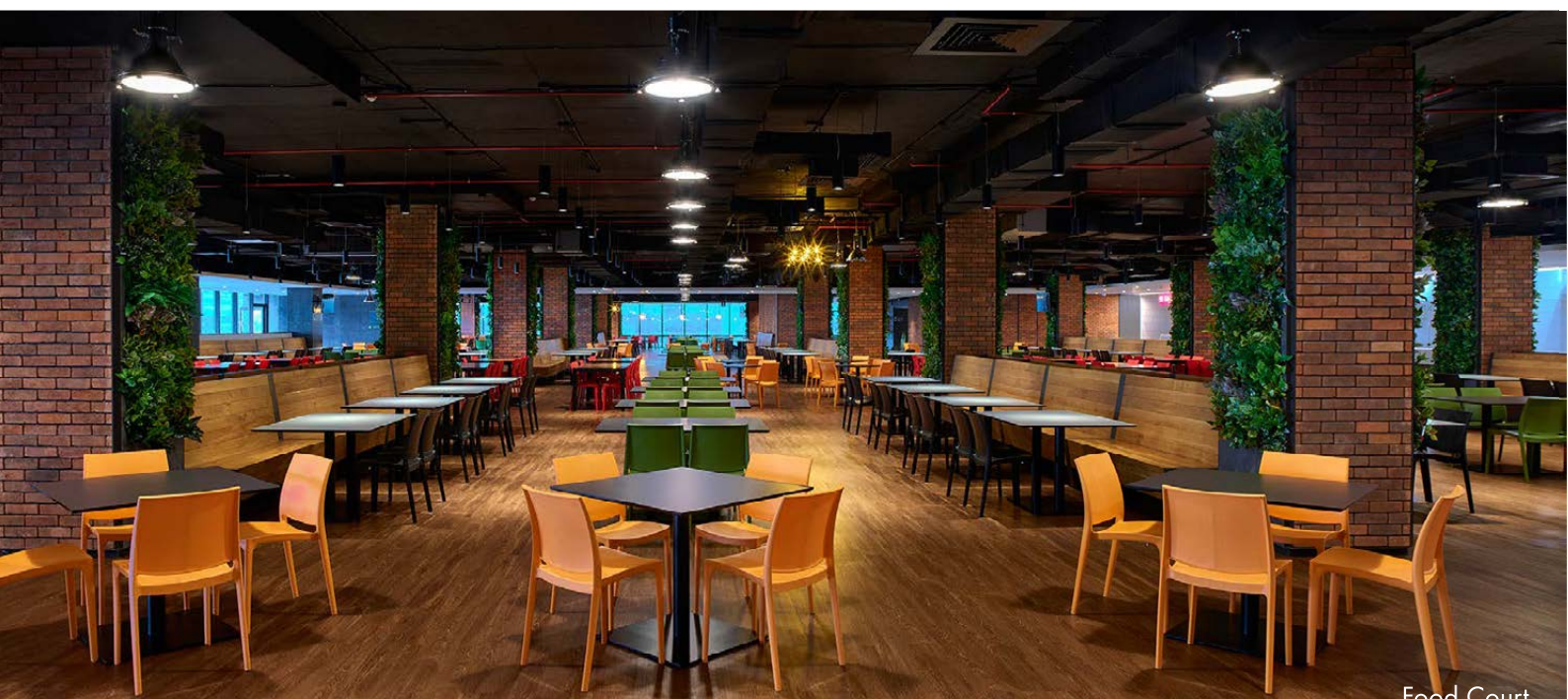
Coffee Shop



Food Court



Food Court



Food Court



THE GRAND DIWALI FESTIVAL 11th October, 2019

Venue: *EON Amphitheatre*

EON Free Zone got an extremely vibrant and colourful makeover on the 11th of October, 2019 as associates came together to usher in Diwali early this year. Bright colourful lanterns in various hues, large artistic displays and attention-grabbing photo booths adorned the streets within the complex. Associates from various occupier partners were seen relishing the delectable spread laid out for them, indulging in care-free banter, creating picture-memories and swaying away to live music. The energy and enthusiasm of all participants paved the way and made for a perfect celebration of the festival of lights.







CHRISTMAS CARNIVAL

20th December, 2019

Venue: EON Amphitheatre

Christmas celebrations and the yuletide cheer rang in early at EON Free Zone 1 as associates from various organisations came together to celebrate the onset of the holiday season. The amphitheatre within the premises was beautifully decorated to capture and celebrate the essence and spirit of the festival. Beautifully decorated Christmas trees, snow clad backdrops, festive decorations coupled with live music created a perfect setting for the celebrations. Associates from various companies were seen playing games and gorging on scrumptious delicacies at the event.







EON FREE ZONE II WELCOMES ABS FITNESS

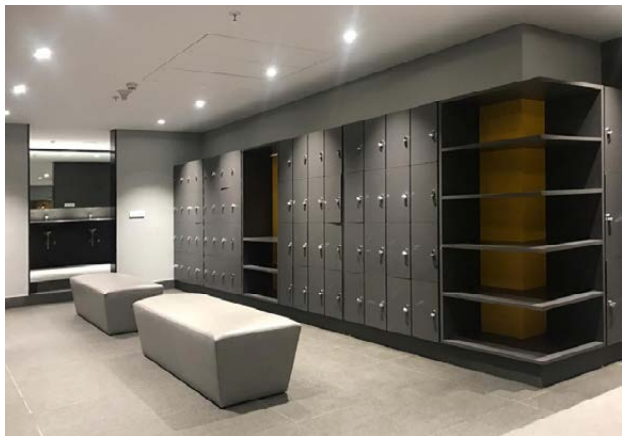
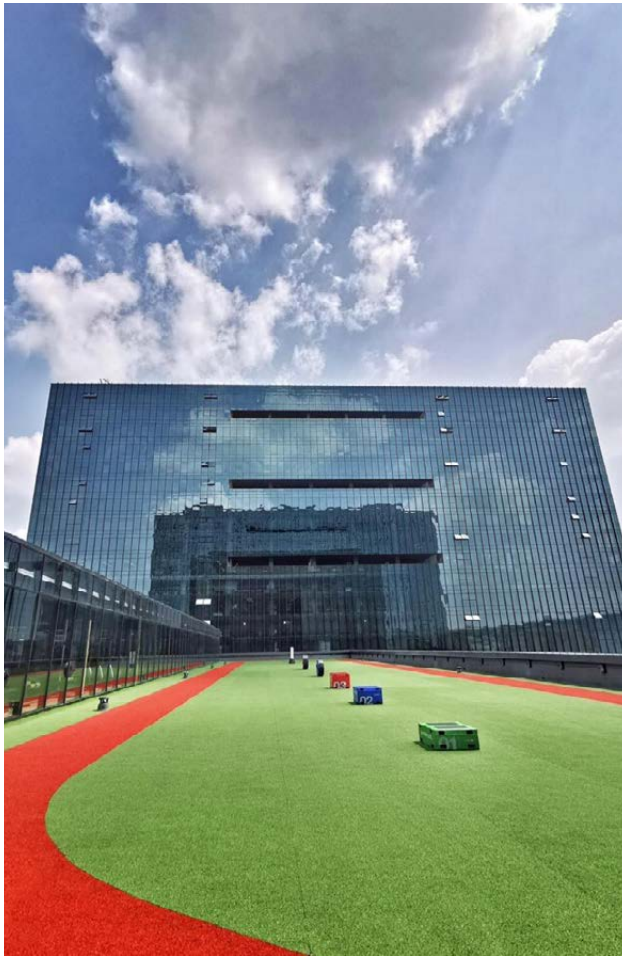
This quarter saw the much-awaited inauguration of ABS Fitness, one of India's premium fitness clubs at the EON Free Zone II. A fitness and wellness club with a proven legacy, ABS Fitness is committed to educating, motivating and helping Indians reach their fitness goals. The fitness club is built over an area of approximately 50,000 sq.ft., thereby making it one of the largest and most expansive gyms in the country.

Founded by Abhimanyu Sable, who has over 28 years of experience in the fitness industry, ABS Fitness and Wellness Club has proven experience and expertise in consulting and managing world-class facilities with a personal touch. The fitness club is equipped with the latest equipment's, workout programmes and highly qualified staff. The club also has a state-of-the-art rooftop rubberised track and shower rooms among other facilities.

ABS is exclusive and accessible only to associates or employees working at EON Free Zone. This will allow ABS to filter the crowd and create a safe and friendly atmosphere within the gym.

Visit www.absfitnessclub.com/ for more details.







BLOOD DONATION CAMP

18th October, 2019

Venue: Noble Clinic, Cluster A

Number of Participation: 96

At EON Free Zone we endeavour to do our bit to give back to the community. While planning such initiatives, we look for ways to involve the larger community of our occupier partners and our associates too. Despite having a huge population, the demand-supply gap for blood units still persists in many healthcare facilities. Towards this end, a blood donation camp was organized by Noble Hospital and this drive saw an active participation of associates from various companies. Panchshil whole-heartedly thanks all those who participated in this noble act and made the Blood Donation Camp a huge success.





MOCK-UP DRILLS & FIRE FIGHTING TRAINING



Zensar Fire Drill

Date: 18th October, 2019
 Time: 4:30 PM - 5:00 PM
 Total number of associates: 625
 Venue: Assembly C/D Link Area

Deluxe Fire Drill

Date: 7th November, 2019
 Time: 4:00 PM - 4:30 PM
 Total number of associates: 787
 Venue: Assembly C/D Link Area

Affinity Fire Drill

Date: 15th November, 2019
 Time: 11:50 AM to 12:30 PM
 Total number of associates: 324
 Venue: C/D link Assembly Area

Eon Centralized Fire Drill

Date: 22nd November, 2019
 Time: 3:00 PM - 4:00 PM
 Total number of associates: 4144
 Venue: C/D link Assembly Area

Euronet Fire Drill

Date: 26th November, 2019
 Time: 4:30 PM - 5:00 PM
 Total number of associates: 76
 Venue: C/D link Assembly Area

Mphasis Fire Drill

Date: 28th November, 2019
 Time: 4:30 PM - 5:00 PM
 Total number of associates: 569
 Venue: C/D link Assembly Area

Credit Suisse Fire Drill

Date: 6th December, 2019
 Time: 3:00 PM - 3:30 PM
 Total number of associates: 2000
 Venue: Backside of Cluster A

Tieto Fire Drill

Date: 6th December, 2019
 Time: 4:00 PM - 4:30 PM
 Total number of associates: 1800
 Venue: CD Link Area

Fiserv/First Data Fire Drill

Date: 11th December, 2019
 Time: 3:15 PM - 3:45 PM
 Total number of associates: 195
 Venue: AB Link Area

FIS Fire Drill

Date: 23rd December, 2019
 Time: 3:00 PM - 3:30 PM
 Total number of associates: 345
 Venue: CD Link Area

SG Analytics Fire Drill

Date: 24th December, 2019
 Time: 3:00 PM - 3:30 PM
 Total number of associates: 293
 Venue: CD Link Area

Citi corp Fire Drill

Date: 27th December, 2019
 Time: 3:15PM - 3:45PM
 Total number of associates: 60
 Venue: AB Link Area



REDEFINING OFFICE SPACES

While technology is changing our lifestyles, it's also impacting the way we look at the process of design. You can see that shift when you compare a 2005 personal computer to its 2019 counterparts which look like they have been pulled out from a science fiction novel. The age of minimalistic functional designs has taken the world by storm over the past decade and we are noticing the same shift in architecture as well. Homes are no longer designed as blocks of rooms put together but rather single units designed with the slightest of partitions to keep them from bleeding into each other. Back in the day, a dining room and living room rarely ever met each other except for in the corridors that may have connected the two.

Today, they practically enjoy the company of each other in unrestricted open space. These kinds of changes can be attributed to how the technology has connected the world eliminating walls which probably stood for centuries dividing one province from another. Is this a good thing? Well, it's hard to say for sure. New age designs express a sense of freedom and transparency but may not apply to all situations. We don't think the architects at the White House decided to follow this trend but not all of us live in spaces that require tight closed-door conversations, so a little bit of openness might be something to consider.

When it comes to office space, most of us remember ambitions of moving up the ranks and getting into that corner office which was coveted by every aspiring assistant manager but those days are a thing of the past. Today, most senior managers seem to share a common desk with their teams in collaborative offices spaces and probably have a common set of stationery too. While that may seem to take away the glamour attached with corner offices, modern age companies have new dynamics to deal with. Departments no longer work in isolation or as decentralized units with their quarterly agendas; they need to interact with one another constantly.



Also, since so many companies have gone global with diversified units operating around the world, the need for open communication channels has grown.

Not to mention, a large number of modern companies employ millennials fresh out of university, and they are used to living in a world of freedom to think, act and do. Something the pre-millennial counterparts aren't too familiar with. For instance, when was the last time you gave your peace of mind to your boss in a meeting and expected anything less than being pulled from the project, being moved to a different department or worse being shown the door?

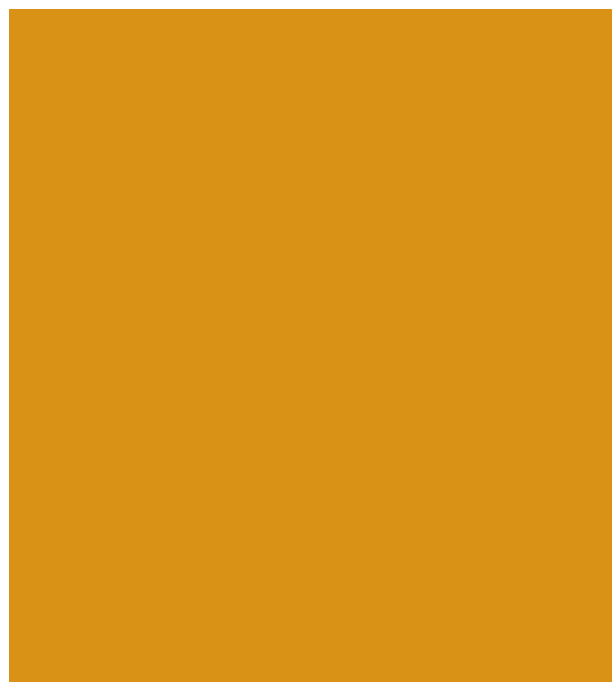
We are not saying that you'd want to do that even today but there is a clear psychological shift and good managers are asking their teams to give their opinions on projects. And with a shift like that, you can't operate in matrices of cubicles. Like a colleague



mentioned recently, she enjoys sharing her sales table with the marketing team which helps gather more insights on how she could approach her clients. And when she needs some quiet time, she simply jumps into one of the countless pods, which are like 4-seater dining rooms, for some quiet time or short discussions with colleagues.

Modern offices are exploring the dynamics of open collaborative spaces and seeing the impact on their processes as well as employee satisfaction levels. As is the human resource norm today, happy employees mean happier customers and simple design improvements in your office can lend a hand to this cause. It's time for larger organizations to take a cue from smaller start-ups and build more inclusive and collaborative spaces that promote transparency as well as motivate employees to enjoy their work-life.

— Sameer Kumar





CLUBS @ EON FREE ZONE

One of the key features that contribute immensely to the amiable and positive atmosphere at EON Free Zone is the importance given to work-life balance. We truly adhere to the idea that all work and no play makes Jack a dull boy. To facilitate a healthy work environment and ensure that associates have a space where they can interact, engage and participate in friendly-knowledge transfer sessions, we have curated various clubs at EON Free Zone. Some of which include—Wellness Club, Tech Club, Eco Club, Readers Club and even a Festive Club.

These clubs have become an instrumental part of EON Free Zone's ecosystem as they not only introduce like-minded people to one another but have also facilitated lasting friendships. It has also

contributed in creating a safe space for associates to share and discuss their passion, problems and solutions.

We invite you to join any club of your interest and fuel your passion further. If the existing clubs do not interest you, you have the option to start your own club based on your particular interest. Please e-mail at clubs@eonfreezone.com for details or assistance.

In addition to this, EON Free Zone also offers several avenues and amenities to help you maintain a healthy work-life balance. You can explore facilities like the gym, swimming pool, basketball court or the tennis court for healthy, recreational activities.

STRIKE A BALANCE

WE INVITE YOU TO EXPLORE YOUR PASSION AND
MEET LIKE-MINDED PROFESSIONAL THROUGH THE
VARIOUS CLUBS AT EON FREE ZONE



WELLNESS CLUB

127 MEMBERS



ECO CLUB

48 MEMBERS



TECH CLUB

126 MEMBERS



BOOK CLUB

161 MEMBERS



PHOTOGRAPHY CLUB

152 MEMBERS



TRAVEL CLUB

246 MEMBERS



FESTIVE CLUB

54 MEMBERS



PERFORMING ARTS CLUB

191 MEMBERS



WRITERS CLUB

35 MEMBERS

TO JOIN THE WHATSAPP GROUP OF YOUR PREFERRED CLUB
OR TO CREATE YOUR OWN CLUB, EMAIL YOUR
WHATSAPP NUMBER FROM YOUR OFFICIAL
EMAIL ADDRESS TO CLUBS@EONFREEZONE.COM

ADDITIONAL FACILITIES



GYM

940 MEMBERS



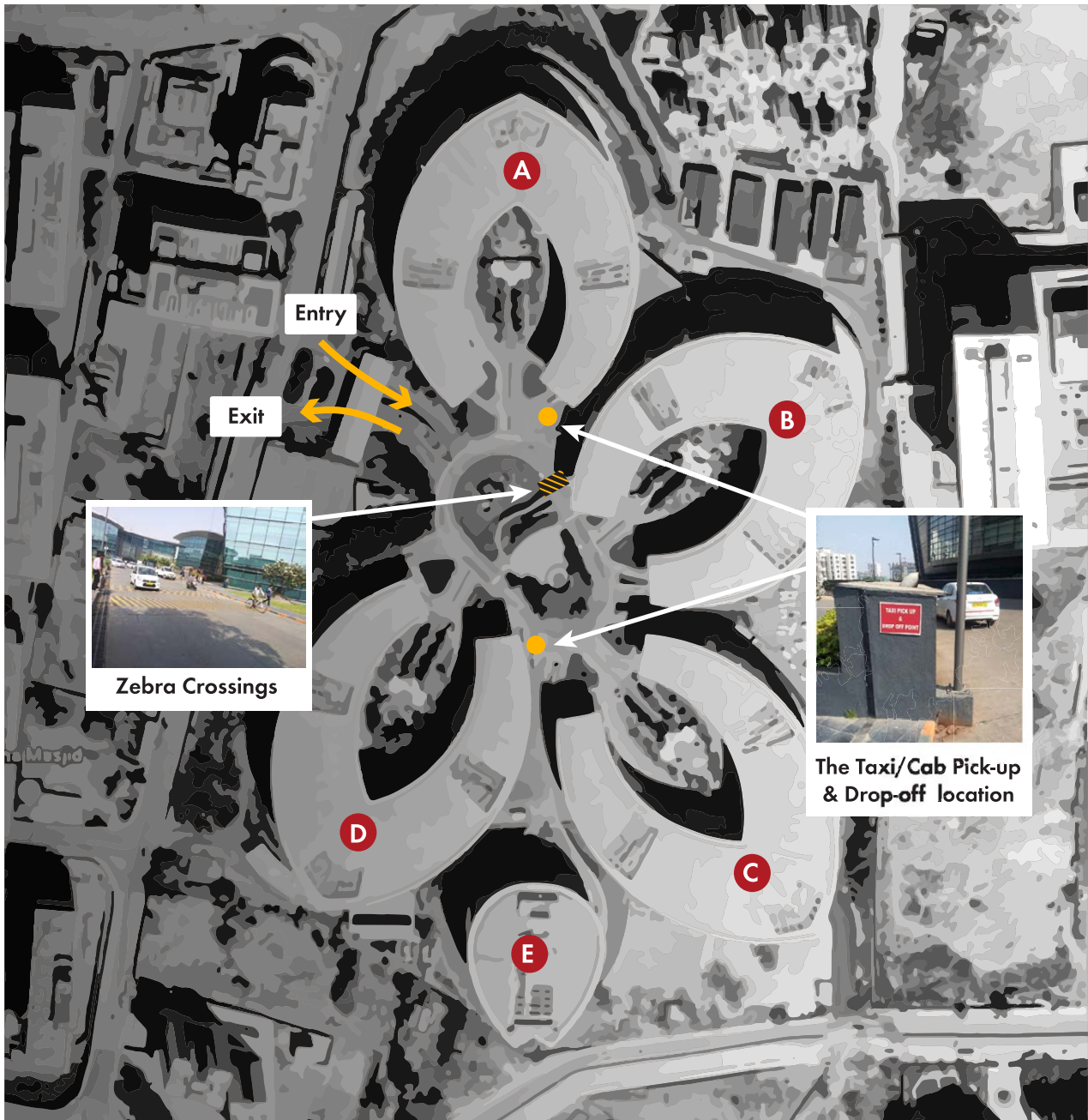
DAY CARE

90 MEMBERS

AN INITIATIVE BY
EON FREE ZONE



GUIDELINES FOR SMOOTH TRAFFIC FLOW INSIDE EON FREE ZONE



Walkways highlighted at
the LG-1 & LG-2 Level for
pedestrian safety

SMOOTH TRAFFIC

To ensure smooth traffic flow & to avoid congestion, we have taken some steps:

- The deployment of a security team & additional traffic wardens to control & manage traffic coming in from the Ahmednagar highway towards the EON Free Zone premises.
- Most of the morning buses have been diverted to exit from the new south gate, thereby reducing the number of vehicles on the road from EON to both the nearby traffic roundabouts. Typically when these buses would earlier exit from the main gate, they would take more time turning at the circles, which lead to longer queues on the road.
- Visitors parking has already been created inside the premises and these slots are available on a first-come-first-serve basis. However, it has been observed that several visitors are still parking their vehicles on either side of the approach road resulting in a narrowing of the motorable width of the approach road and this in turn leads to slow movement of incoming & outgoing vehicles. We have raised this concern with the Traffic Police & they have started taking necessary action against erring vehicles to reduce cases of unauthorised parking.
- Night Glow Signages have been installed in the lower ground parking area to guide the associates from one location to another, however, we will review the distance between the existing signages and, if required, additional signages will be installed.

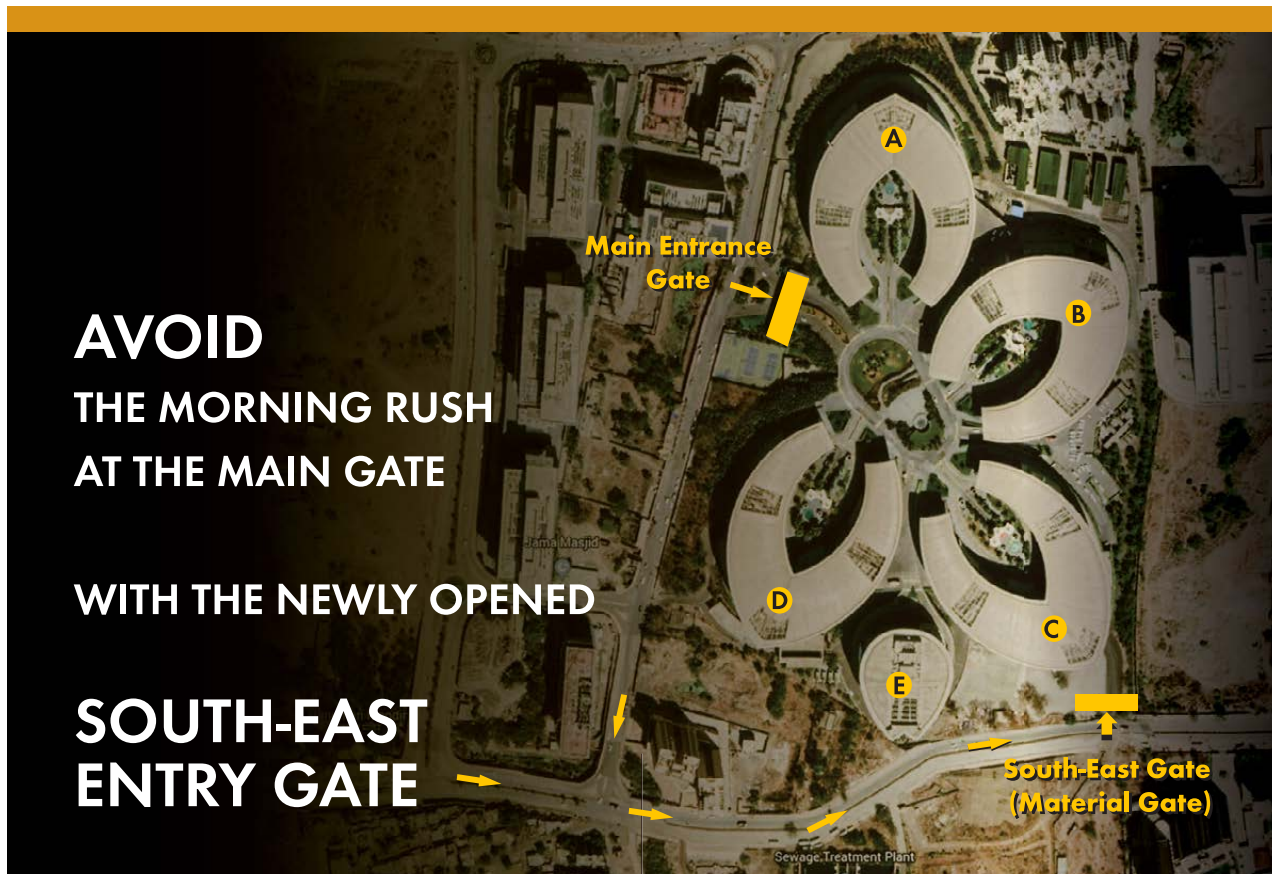
SELF- SERVICED VISITOR MANAGEMENT SYSTEM

In light of the increasing number of visitors to EON Free Zone, we have implemented a user-friendly self-service, Visitor Management System (VMS), which simplifies the process for the associates working at EON Free Zone, whenever they have visitors coming to the campus.

Some of the key highlights of the electronic VMS are:

- Visitors or groups can be pre-registered by associates at EON Free Zone, before the visit by using an online, pre-registration VMS. This process provides all the necessary information required for security clearance of any anticipated visitors and reduces the need for any inquiry or waiting in the lobby for pre-registration.
- Once the visitor has registered, she/he will receive an SMS & an e-mail with a one-time password (OTP) enabling quick access to the self - service KIOSK or the dedicated OTP enabled visitor counter, where their pass will be generated and issued immediately.
- Additionally, with the technology for visitors to scan their government identity proof, the system would maintain a database to enable easier and quicker access during future visits of frequent visitors.





**AVOID
THE MORNING RUSH
AT THE MAIN GATE**

**WITH THE NEWLY OPENED
SOUTH-EAST
ENTRY GATE**

At **EON Free Zone**, we regularly improve the working environment for our associates.

The newly refurbished **South-East Gate (Material Gate)** located on the east side of the premises has been made operational for employees and transport vehicles (2-Wheelers, 4-Wheelers, Cabs and TT buses).

The **South-East Gate** has been operational since **8th May 2019**. The gate timings are from **07:00 hrs to 21:00 hrs (Monday to Friday)** for the employees of EON Free Zone only, who commute by their own or company transport vehicle.

IMPORTANT POINTS TO KEEP IN MIND:

- Employees with valid company ID, SEZ ID and RFID card (for their personal-use vehicle) will only be allowed entry through the aforementioned gate.
- Employees who are not carrying a valid company ID, SEZ ID and RFID card (for their personal vehicle) will be treated as visitors and will have to enter through the Main Gate while complying with the requisite entry formalities.
- Visitors, vendors, contractors and interview candidates will not be granted access through the South-East Gate and will have to enter through the Main Gate, as is the existing procedure. The movement of materials will continue to remain in accordance with the existing SEZ norms.

The movement of materials will continue to remain in accordance with the existing SEZ norms.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS (OHSMS)



eon free zone
IT & IT-ES 'SPECIAL ECONOMIC ZONE'

INTRODUCTION

The OHSMS is an Integrated Management System that takes into consideration all aspects related to the wellbeing and the health and safety of workers and the entire community at large. It recognizes the inter-relationships between workers, the community, and the environment in contributing to the management and mitigation of the many diverse risks associated with various activities. It also helps to ensure a healthy and safe work environment for all, Improve air quality, facilitate the management of proactive and reactive measures, improves waste management, improves energy efficiency and facilitates better use of water resources.

VISION STATEMENT

- We are driven by the passion to bring the best of the world to Pune.
- With cutting-edge technology and innovative construction practices, we aim to create structures and built environments that transform luxury and bring excellence to the fore, commanding appreciation in value and identity.
- We believe in incorporating designs that endure and quality that lasts, setting new benchmarks for sustainability and customer-centricity in the real-estate sector.
- We want our buildings to be safe and healthy places to work.

MISSION STATEMENT

- We endeavour to maintain high-quality standards in architecture that not only adapt in harmony with their surroundings but also promote Life, Creativity and Happiness.

OUR VALUES

- Working with integrity, honesty and fairness
- Respect for people
- Ethical conduct
- Focus on excellence and continually improving the quality of our services by welcoming innovation
- Committed to the health and safety of our customers, employees, visitors and sub-contractors
- Committed to the protection of the environment

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS (OHSMS)



OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

- We at EON Free Zone shall develop and implement an OHSMS within our areas of jurisdiction to protect our employees, our customers, our subcontractors and their employees and the park visitors from any adverse impact on Occupational Health and Safety arising from our processes and activities.
- This policy statement is consistent with our Corporate Values and Mission Statement.
- We are committed to provide training, instruction, information and adequate supervision.
- We shall provide and maintain a safe environment for workers and avoid any risk to human health by continuously monitoring workplace risk and ensuring the adequacy of control measures.
- We are also committed to identify and manage risks and opportunities.
- We shall regularly audit our OHSMS system and strive for continual improvement.
- We are committed to the prevention of pollution.
- We are committed to the prevention of injury and ill-health and ensure wellbeing.
- We are committed to continual improvement in OHS Management and OHS Performance.
- We are committed to complying with applicable legal requirements and with other requirements to which the organization subscribes that relate to its OHSMS aspects.
- We shall document the OHS Management System which will be the framework for setting, reviewing and continually improving.
- Our OHSMS shall be documented, implemented and maintained.
- Our policy shall be communicated to all stakeholders working under the control of the organization with the intent that they are made aware of their individual health and safety responsibility.
- Our policy shall be made available to interested parties.
- Our policy shall review periodically to ensure that it remains relevant and appropriate to the organization.
- We shall involve stakeholders for consultation and communication for continual improvement.
- We are committed to the provision of resources and support achieving HSE objectives.

IMPORTANT INFORMATION



SECURITY CHECK: It is requested that all associates carry the assigned SEZ ID Card. This is a mandatory document for all bonafide associates working out of EON Free Zone, IT & IT-eS SEZ.

SAFE DRIVING: We would like to bring your attention to the importance of road safety and good driving practices at EON Free Zone. We request associates who travel by cabs to instruct drivers about the rules within the campus and raise violations with the concerned teams whenever necessary. A positive attitude towards road safety will benefit the entire community and ensure no inconveniences in the future.

PARKING: The Police Department has informed that parking is strictly prohibited on the concrete road leading to EON Free Zone and World Trade Centre Pune. Residents of nearby societies have raised objections against vehicles being parked astride the road. Moreover, due to congestion, PMPML bus drivers maneuver, thus causing jams and accidents. Therefore, kindly refrain from parking on the road leading to EON and World Trade Centre Pune.



SMOKING ZONE: We strongly request associates at EON Free Zone to smoke within the designated/assigned smoking areas. Violations of the rules will be penalised as per the law. For the decorum of the community, please adhere to the smoking rules.





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