

# BAUSCH + LOMB

## Employee Engagement Framework



Our Goal is to build an inclusive, agile, innovative culture where we are focused, energized and committed to our vision.

# Objective

To make **Bausch + Lomb** a **Great Place to Work**, where employees **trust** the people they work for, have **pride** in what they do, and **enjoy** the people they work with.



- Employees are willing to recommend it as a great place to work and
- Bausch + Lomb is an Employer of choice for potential candidates

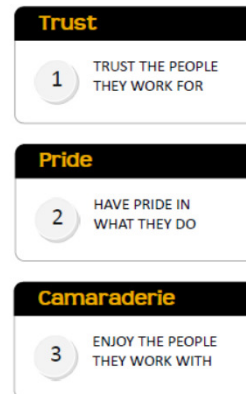
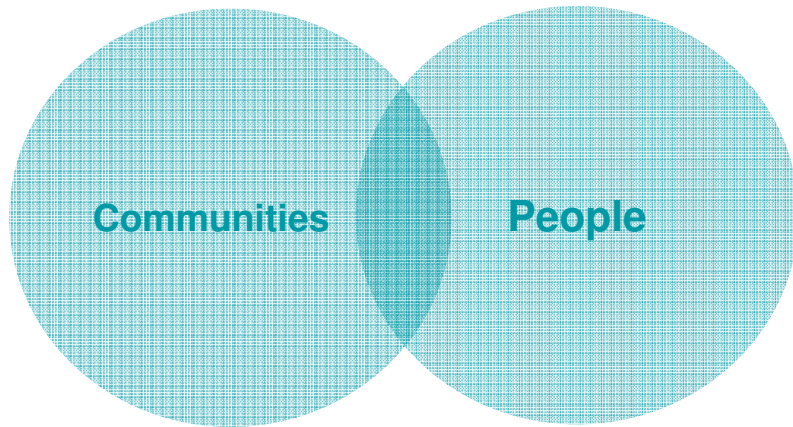


Image Source – Great Place to Work Institute

# Employee Engagement Framework



Create Framework to impact Trust, Pride & Camaraderie

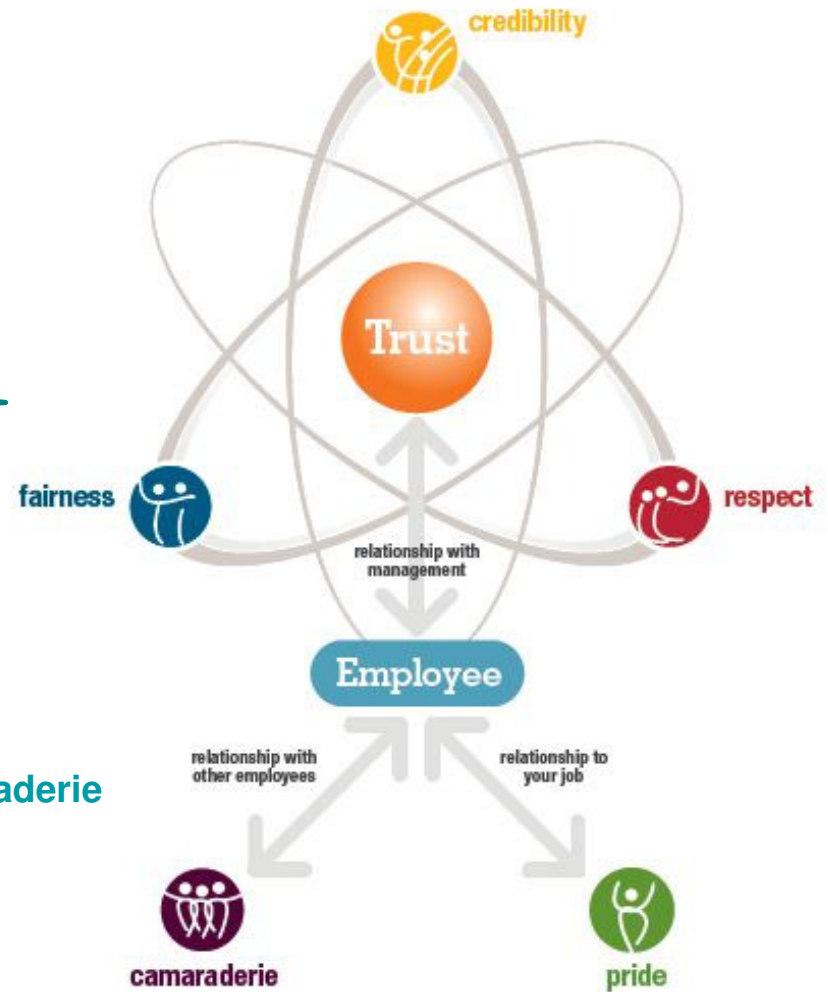
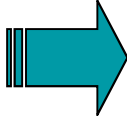
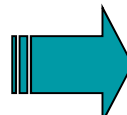


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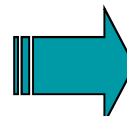
# People - Engaging Individuals



- Touch points focused on communicating successes, organization direction, seeking feedback on what works and what could be better
- Touch points with Leadership Team and Skip Level Meetings to be organized with businesses meetings / pre-scheduled travel
- These are solutioning meetings and can be run as Focus Groups

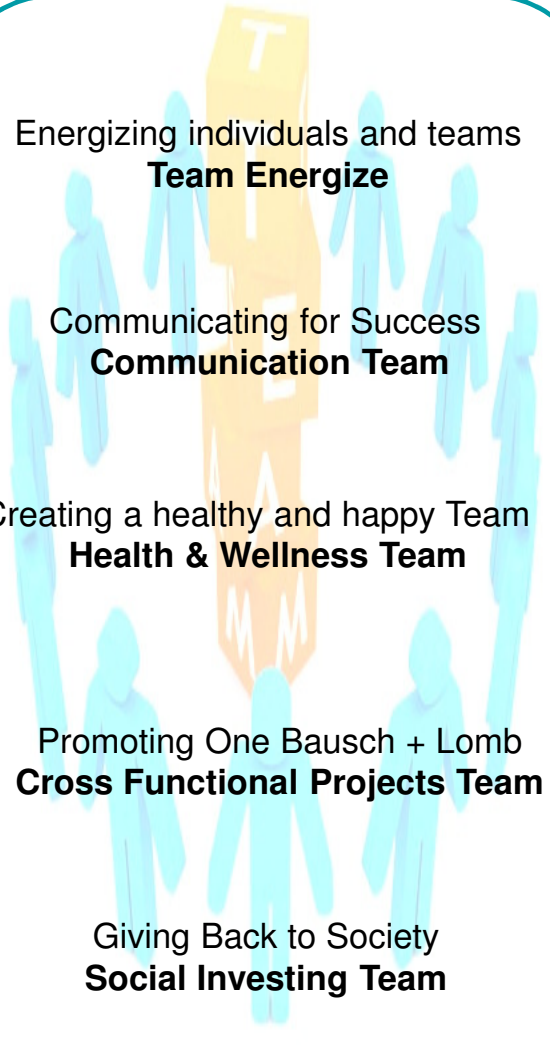


- Touch point focuses on understanding career aspirations and specific plans for development of the individual.
- Tracked closely. Promotions reported and shared with the larger team
- To initiate “My Story Sessions” to encourage building of learning communities



- Ensuring new joinees are well integrated into Bausch + Lomb
- Scheduled monthly calls with employees - Sampark
- Tracked closely. Issues resolved quickly

# People – Engaging Teams



Energizing individuals and teams  
**Team Energize**

Communicating for Success  
**Communication Team**

Creating a healthy and happy Team  
**Health & Wellness Team**

Promoting One Bausch + Lomb  
**Cross Functional Projects Team**

Giving Back to Society  
**Social Investing Team**

- **Build a culture where people are energized and fun is a serious business**
- **Celebrate individual, team and organization successes**
- **Encourage creativity and learning in the workplace**

- **Enabling smooth flow of communication, information & plans to the entire organization in a consistent & concise manner**

- **Creating an agile and energized workforce**
- **Co-ordinate and implement 'Focus on Health'**
- **Running programs to make fitness a part of culture such as sports**

- **Identify and work on the projects which have organization wide impact**
- **Highest Awardees automatic members of this team**

- **CSR awareness among stakeholders**
- **Ensure strong alignment between the CSR strategies and Overall organization's objectives**

All teams are mentored by one ExCom member. Team Leader is not an ExCom member