

Energising Human Capital

Towards a Digital, Sustainable Future

» UNSDGs:



» Strategy Blueprint:



» Business Model Components:

3

» Material Issues:

5, 6, 10, 19, 20, 21, 22, 23.

At Union Bank of India, we passionately believe that our most valuable assets are our employees. Their skills, enthusiasm, and commitment are the foundation for our vision for a sustainable, digitally empowered future. By investing in our human capital, we aim to provide the highest quality services to our customers and contribute meaningfully to India's journey towards becoming a digital powerhouse and a net-zero emissions country.

Enhancing Workforce Capability and Automation for a Digitally-Driven Future

Union Bank of India understands the indispensable role our workforce plays in the twin journey of digital transformation and sustainability, reflecting the central theme of our report. With a total strength of 75,594 employees as of March 31, 2023, we ensure our human capital's efficient deployment and motivation in achieving our organizational goals while fostering their personal growth.

Our workforce is the cornerstone of our vision for a sustainable, digitally empowered future. By continually reinventing our processes and adopting industry best practices, we enhance our service quality and contribute significantly to India's journey towards becoming a digital powerhouse and a net-zero emissions country.

prompt, impartial action and maximum confidentiality for every complaint. Sexual Harassment Redressal Committees (SHRCs) are instituted at each administrative level, from regional and zonal offices to the Central Office. Beyond this, we practice positive discrimination, with certain relaxations in promotion and transfer/posting cycles for women, SC/ST/OBC employees, and Persons with Disabilities (PWD), creating an environment conducive to their comfort and growth.

In response to the COVID-19 pandemic, we have issued guidelines including staggered timings and work-from-home provisions for employees with special needs, pregnant women, and those with co-morbidities. A COVID Tracker assists in prompt decision-making while local COVID Assistance Teams (CATs) provide rapid aid. We've also organised vaccination drives for employees and their families. Our leave benefits include two separate sabbatical leave policies, one for all employees for higher studies and another specifically for women, recognising their dual roles. Additionally, we provide extended maternity leave (six months), surpassing the statutory requirement, and paternity leave, affirming our unwavering commitment to inclusivity and gender balance.

Wellness

The Bank's well-being and Engagement Strategy addresses a spectrum of holistic enablers across physical, mental, emotional, and spiritual well-being.

'Being a Role Model': As part of its wellness program, your Bank has designed a unique "Being a Role Model"

programme. This programme aims to equip employees with the means to manage themselves better, lead fuller lives, become more efficient in their daily living, and eliminate self-damaging habits. Eventually, they should be able to manage others and improve their personal and professional relationships by cultivating empathy and understanding.

Employee Code of Conduct and Whistle Blower Mechanism

Employees' Code of Conduct: In exercise of the powers conferred by section 19 of your Banking Companies (Acquisition and Transfer of Undertakings) act, 1970 (5 of 1970), the Board of Directors of Union Bank of India, in consultation with the Reserve Bank and with the previous sanction of the Central Government, is responsible for forming the Conduct regulations.

Whistle-Blower Mechanism: Your Bank has framed and adopted the Whistle Blower Policy to provide an avenue for Employees of your Bank and Directors on the Board to raise concerns regarding any misconduct with an assurance of confidentiality and protection to the Whistle Blower.

Ethics Training: Ethics training programmes are designed to promote ethical behaviour. An ethics training programme provides employees with instructions on dealing with ethical dilemmas when they occur and improving their overall ethical conduct. Details of training conducted by our Bank on ethics were as follows:

Internal Training

Training	FY 2021-22		FY 2022-23	
	No. of Programmes	Nos. Trained	No. of Programmes	Nos. Trained
Ethics training, employee communications on ethics matters, and ethics programme assessment	7	210	410	13,790

External Training

Training	FY 2021-22		FY 2022-23	
	No. of Programmes	Nos. Trained	No. of Programmes	Nos. Trained
Ethics training, employee communications on ethics matters, and ethics programme assessment	3	9	1	11