



RUPA & COMPANY LIMITED

# SILVER *Threads*

ENCAPSULATING THE VOGUE STORIES IN A NUTSHELL



NEWSLETTER | FEB' 25 | VOLUME-1 | ISSUE-2 **HR EDITION**

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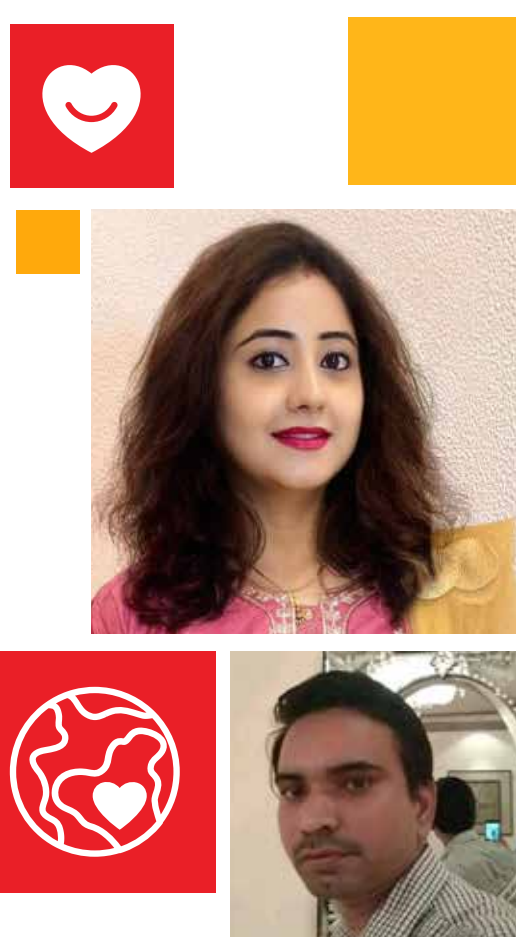
## FROM THE FOUNDERS' DESK



At Rupa and Company, we believe that growth in our business can be derived through various initiatives, including both organic and inorganic growth, validating our commitment to exploring all possibilities to grow our business sustainably.

Alongside our business expansion, we place a strong emphasis on fostering a people-centric culture.

Our HR initiatives are designed to nurture talent, encourage innovation, and create a workplace that empowers our employees to thrive. By investing in learning, development, and well-being programs, we ensure that our people grow along with the company, driving success together.

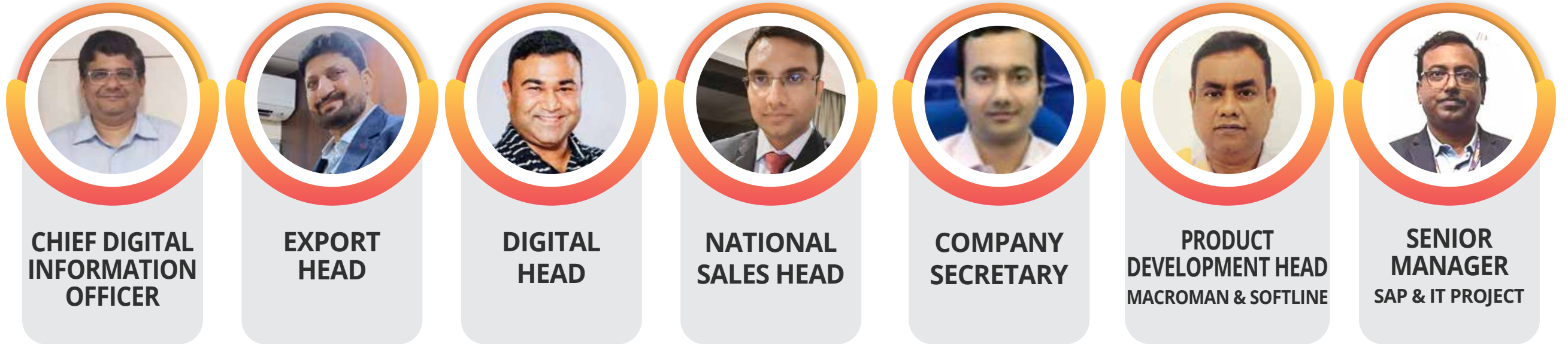


CELEBRATING OUR PEOPLE, CULTURE, AND GROWTH—ONE THREAD AT A TIME!



## KEY EMPLOYEES ONBOARDED - 2023 - 2024

This year, we introduced a more streamlined and engaging on-boarding process, ensuring that every new joiner felt valued and prepared from day one. Personalized sessions, mentorship opportunities, and orientation programs helped new team members settle in seamlessly and connect with Rupa's culture.



## TESTIMONIALS - FROM OUR VALUED EMPLOYEES

At Rupa & Company, financial excellence is not just a goal; it's a commitment. The company's strategic vision, strong fiscal discipline, and market leadership make it an inspiring place to work. Backed by innovation and a legacy of trust, Rupa continues to set benchmarks in the apparel industry while ensuring financial sustainability and growth.

— *Rupesh Mundhra, Manager - Finance*



Rupa is a powerhouse of innovation and quality in the apparel industry. I have witnessed firsthand the brand's dedication to consumer insights, product excellence, and market leadership. The dynamic work environment and commitment to evolving fashion trends make Rupa a brand that truly resonates with customers and professionals alike.

— *Avisek Saha, Category Manager - Euro & Bumchums*

## TRAINING & DEVELOPMENT INITIATIVES

At Rupa, we believe that growth begins with learning. This year, our HR team spearheaded multiple training and development programs aimed at enhancing skills and leadership:

- Leadership Development Workshops – Nurturing the next generation of leaders.
- Skill-Building Sessions – Focusing on technical expertise and emerging industry trends.
- Soft Skills Programs – Improving communication, collaboration, and problem-solving abilities.

With over 80% employee participation, these initiatives have empowered individuals to excel in their roles.



Educational Program, September 2023



Sales training, August 2023



Cyber Security Awareness Session, October 2023



Sales training, August 2023



HRMS Software Session, July 2024



## SUCCESSFUL COMPLETION OF EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM ON SAP IN THE MONTH OF SEPTEMBER



## EMPLOYEE ENGAGEMENT ACTIVITIES

Building a culture of collaboration and joy is at the core of Rupa's values. Our HR team curated a series of engagement initiatives to foster camaraderie and positivity:

- Festive Celebrations: Diwali, Holi, and Christmas brought the workplace alive with energy and color.
  - Team-Building Events: From outdoor retreats to fun-filled games, employees connected and collaborated like never before.
  - Interactive Workshops: Enriching activities that blend learning with team bonding.
- These moments of celebration have strengthened our relationships and enhanced workplace morale.

## ANNUAL LUNCH DAY - APRIL 2024



## INDEPENDENCE DAY CELEBRATION 2023 - 2024

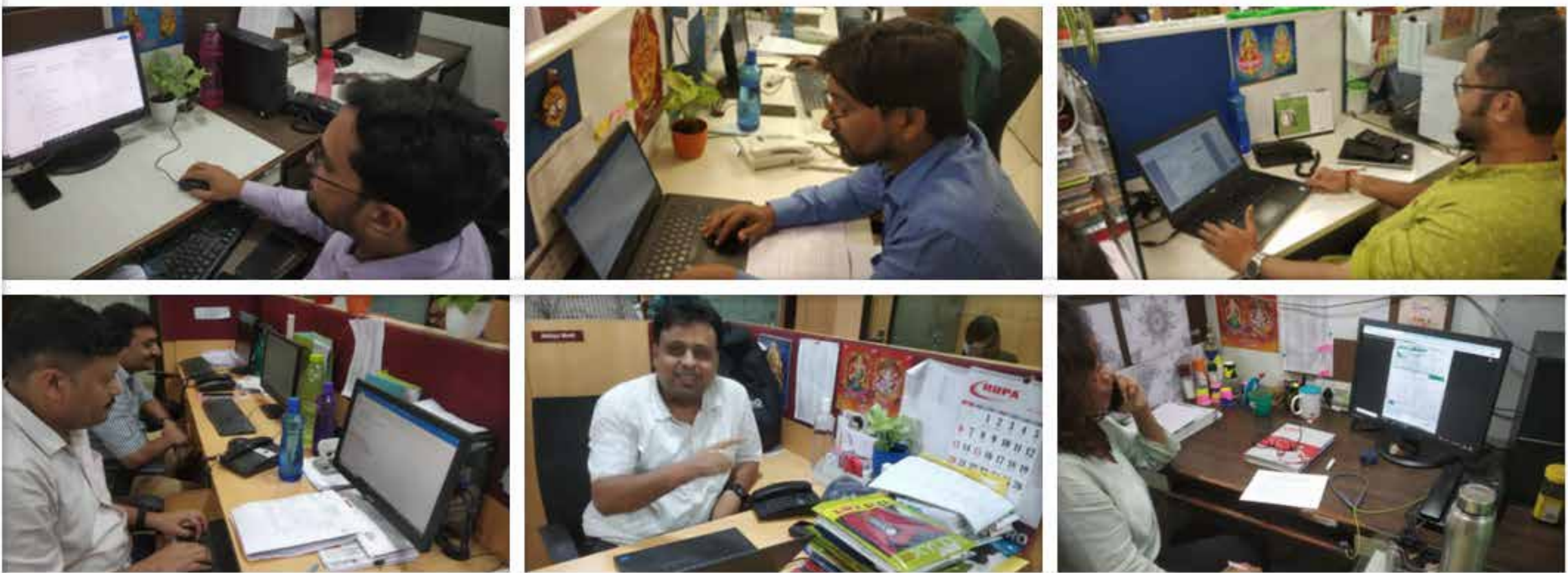




## FESTIVE CELEBRATION 2023 - 2024



## GO GREEN INITIATIVE EMPLOYEE CLEAN DESK CONTEST 2023 - 2024



## HEALTHY DOPAMINE RUPA CORPORATE CRICKET LEAGUE 2023 & 2024



## RUPA CORPORATE PICNIC 2024 & 2025





## WOMEN EMPOWERMENT



Women's Day 2023



Women's Day 2024

## HEALTH & WELLNESS INITIATIVES

Employee well-being remains a key focus at Rupa. This year, HR rolled out several programs to promote holistic wellness:

- Health Camps: Comprehensive health check-ups organized across locations.
- Mental Wellness Programs: Workshops and counseling sessions for better work-life balance.
- Fitness Drives: Fun fitness challenges and awareness sessions to encourage healthier lifestyles.

With enthusiastic participation, these initiatives reflect our commitment to the physical and mental well-being of our people.

### HEALTH, EYE CHECK-UP & DOCTOR CONSULTATION 2023 & 2024



### MENTAL WELLNESS PROGRAM 2023 & 2024





## FITNESS DRIVE - MARATHON 2024 &amp; 2025



## AWARDS AND RECOGNITION

Recognizing achievements is central to Rupa's culture. Through our rewards and recognition programs, we celebrated the hard work and dedication of individuals and teams who consistently went above and beyond:

- Employee of the Month Awards
- Team Excellence Awards for collaborative achievements.
- Long Service Recognition for loyal contributors to our journey.

These programs motivate our workforce and inspire excellence at every level.



JOIN US

# QUIZ TIME

**Read, Guess & Win!**

**Are You Up for It?**

Send your answers to [piyali.hr@rupa.co.in](mailto:piyali.hr@rupa.co.in)

Winners will be announced in the next edition

What is the key focus of Rupa's HR initiatives?

- A New dress code
- B Employee learning & development
- C Fewer coffee breaks
- D Monthly sports tournaments has context menu

What does "Inorganic Growth" mean?

- A New products
- B Mergers & acquisitions
- C Hiring more people
- D Social media growth

For any queries or feedback, feel free to reach out to the HR Department:

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