

Our Philosophy

At Reliance Commercial Finance Limited, we believe in promoting 'entrepreneurship' even amongst our employees. If you have a dream to scale up yourself, then this is the right place. We provide a culture where talent thrives, and is allowed to flow from one domain to the other. That's how we proudly share the success stories of our people. Our leaders have grown from the ranks.

Our employee centricity rests on three strong levers of our Employee Value Proposition, COE - i.e Capability - Opportunity - Equity. You have the right attitude, and we train you for skills. You build your capability, and we provide you with the rightly timed opportunity. You deliver to the call of opportunity and you seek rewards as well as recognition. You give your best and the best comes to you.

If you are a risk taker, pursue excellence in your work and enjoy competition, destination RCFL is just aptly meant for you. Discover your true self. Explore your potential. Reach out to us. Be a part of Reliance.

Life at Reliance Commercial Finance Limited

Career Opportunities:

- ✚ We value talent! Our Hi Potential, Hi Performing colleagues get all the opportunities to develop, grow, experiment and get empowered. We build talent. We invest in our people.
- ✚ Our Internal Job Postings and Movements within the group companies are conduits for job rotation, role enlargement and role enhancements! Our people move up the rank, on the basis of their performance and our Strong Internal competencies - ENSCRL.

Benefits:

We 'care' for our people. We believe in providing unique benefits to them to support their different needs and aspirations by giving following benefits:

- ✚ Home loans at discounted rates
- ✚ Medclaim policies for self and family
- ✚ Discounted interest rates for employees on car loan
- ✚ Term Insurance and Personal Accident Insurance
- ✚ Rewarding Young Achievers
- ✚ Work from home policy
- ✚ Medical check up and many more

Employee Engagement:

Our culture of engaging with our Employees through below mentioned initiatives help us stay focused and exemplify our transparent culture:

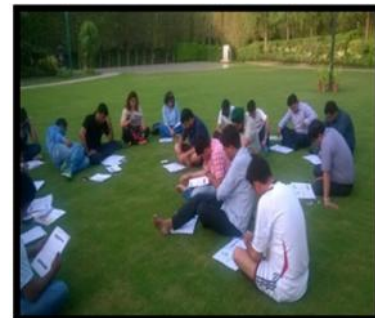
- ✚ Connect with the CEO - LIVE webcasts
- ✚ National Leadership Council
- ✚ Zonal Leadership Council
- ✚ Monthly huddle meets
- ✚ Women of Worth forum
- ✚ Employee satisfaction surveys
- ✚ CSR initiatives



Learning and Development:

At RCFL, learning knows no boundaries. It is **experiential and non-conventional!** We believe in investing in our people and **building capability**, regularly and continuously. We train our employees through various training interventions program like:

- ✚ Reliance Young Leadership Program
- ✚ Interviewing skills session
- ✚ Customer Centricity – Way of Life training workshop
- ✚ Behavioural/soft skill workshops
- ✚ Udaan
- ✚ SOUL
- ✚ **Academy of Leadership Development** and many such workshops related to PMS, Listening etc



Recognition:

At RCFL, there is deep rooted culture of appreciation. People are recognized not only for their **performance** but also for upholding the **values** of the organization through various tools:

- ✚ iAppreciate tool
- ✚ Best Monthly performers
- ✚ Shining stars of the quarter
- ✚ Half Yearly Awards , Yearly Awards and many more



Awards and Accolades

- ✚ 2011 : CEO awarded for “L&D Leadership Development” at World HRD Congress, Singapore
- ✚ 2012 : CLO award for Best Sales Enablement Program
- ✚ 2012 :Top 50 companies in GPTW, in <1000 employees category
- ✚ 2012 : Top 10 companies for Rewards & Recognition by GPTW Institute
- ✚ 2013 : Awarded the Silver Trophy in the category of "Best Customer Service Training Program” for the "Way of Life” (Customer Centricity) initiative, at the CLO Summit
- ✚ 2014 : Ranked 53rd in the Great Places to Work Survey
- ✚ 2014 : Ranked 5th in “Engaging Frontline Staff” category by GPTW Institute
- ✚ 2014 : Certificate of Appreciation by The Asian Network of Quality, Singapore, for the Learning Culture at RCFL
- ✚ 2014 : Top 18 Finalists in People Matters – L&D, Leadership League Awards
- ✚ 2014 : L&D Practice Whitepaper published by IIM Kozhikode on building a sustainable learning environment
- ✚ 2015 : Ranked 52nd in the Great Places to Work Survey
- ✚ 2015 : Ranked 3rd in the ‘Best Financial Services Company’ category by GPTW Institute
- ✚ 2015 : 2nd Runner up for Cultural Transformation through L&D practices by People Matters
- ✚ 2016 : Awarded as “HR Leader” for Capability Building, at the HR Club’s 6th National Conference and Game Changer Awards
- ✚ 2016 : Ranked 62nd as India’s best companies to work with
- ✚ 2016 : Ranked 4th amongst the best financial services by Great Places To Work (GPTW)

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<https://www.linkedin.com/company/reliance-commercial-finance>