

2. Benefits	
2.2. Life Insurance Policy	
Owner	People & Organization
Approved By	CPO, CFO, CEO
Version 1.0	13/03/2016
Version 2.0	01/07/2017
Version 3.0	01/03/2019
Version 4.0	01/09/2020
Version 5.0	25/11/2021

2.2. Life Insurance Policy

Features

Immediate Support

- 2.2.1 In case of natural or accidental death of an employee, the insured sum will be transferred to the nominated beneficiaries.
- 2.2.2 Family i.e. dependents will receive an initial support sum of PKR 100,000 within twenty-four (24) hours of the incident for immediate financial assistance.
- 2.2.3 In case of such an unfortunate event, the concerned representatives of People Operations will get in touch with the grieved family to guide and facilitate.
- 2.2.4 Vehicle arrangement with driver for employee's family for three days from day 01
- 2.2.5 Ambulance / by air movement of the deceased to be arranged along with family (max 5 people) to funeral location
- 2.2.6 Immediate support will also be provided for support staff (tea boys, janitorial, drivers, security guards) working on Jazz premises i.e. PKR 100,000 PKR to the dependents as initial support, vehicle and ambulance (by air or land arrangement) for the deceased person's family (up to 5 members) through vendor contracts.
- 2.2.7 In case of a deceased working mother (female employee), infants up to 3 years of age will be given PKR 20,000 or 10% of gross (higher of the two) per month

Useful Notes

- Where possible, Jazz will facilitate employment opportunities for the bereaved dependents.
- The already insured-for medical assistance will continue for the dependents until the policy period expires. Details will be shared by People Operations representatives.
- The immediate support of transportation of deceased employee and his/her family, will be done through Insurance vendor

(Individual Entitlements – For Sign off & Record)

In case of an employees' demise, the below mentioned Life Insurance entitlements will be put in place.

Category	Natural & Accidental Death	Education Fee Assistance (up to max 04 children)	Provident Fund Insurance	Grocery Expense
L1 – L6	60 Salaries	- Children Education Assistance: PKR 2 Million per child (Up to 04 Children) <ul style="list-style-type: none">• Age Group: 26 yrs. And below	2 times of individual PF balance (minimum capping at PKR 1 Million)	Up to 30 K per month (for 1 year)

