

GreenLine as a Working Place

By all indicators, GreenLine is on course to grow 10 times by 2026. As our growth continues to accelerate, we are an *amazing career destination*.

The people philosophy of '**Every One Builds GreenLine**' is engrained in the fabric of the organisation. This reflects in the way we work and drive the organisation towards the vision of achieving 10x growth by 2026. The people philosophy is inclusive and respects individuality. This is reflected in the way our teams and functions operate, for e.g.

Think Big - Everyone at GreenLine are encouraged to expand their imagination and think of big ideas and develop and communicate inspiring strategies and goals at an audacious scale, with no limits to ones thinking and imagining. It is about being optimistic, creative, confident, and believing & seeing opportunity in the big picture.

People at GreenLine are encouraged to think differently and turn roadblocks into stepping stones to serve customers. This reflects in the way we work and drive the organisation towards the vision of achieving 10x growth by 2026.

Purpose Driven - We drive a strong sense of Purpose amongst all our employees so that they can fully relate to GreenLine's vision and make a real difference for the society, industry and self. Being the best version of ourselves is our daily habit. Men and women of GreenLine don't settle for the way things are. They dare to push for more. Our mission is carbon neutrality mission of conscious corporates by decarbonising our heavy trucking logistics with our LNG-powered truck HCV fleet, changing millions of lives for the better.

Empowering Teams- Everyone is empowered, to take on challenges and make big decisions, to live up to our potential as true leaders, manage a large team, build products and offer unique solutions to solve logistic problems. Allowing junior most team members to present before business users, senior leadership presentation and articulate their thoughts to explain their problem statement, solution is also a very routine phenomenon and way of life at GreenLine.

Experiment and Fail Fast - Another important aspect that is deeply rooted in our culture is our ability to fail fast and learn. There is greater emphasis on learning and innovation. Everyone is encouraged to experiment and failures are looked at as stepping stones to success. Every employee is empowered to experiment and contribute towards building the organisation.

Continuous Learning - We are growing fast where people can develop their careers to the highest extent. We take a hire to develop approach to ensure we have capable talent for now and in the future. We have introduced Learning and Development Policy to ensure that all employees, irrespective of levels, functions, or potential, are continuously developing their competencies and/or experiences to increase their proficiency levels.

Safe Environment for all - We have a zero tolerance policy on any behaviour which can create a psychologically unsafe environment for any employee in the GreenLine culture like disrespectful communication, discriminatory remarks, sexual harassment etc. We strive to create a balance between Respect & Results. We believe in ensuring robust and transparent governance.

Find Your Own Ways - Our people are encouraged to take ownership of their roles, with the freedom to innovate, experiment, and make decisions.