

# Rajoo Engineers introduces flexible working framework

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Rajoo Engineers Ltd. has introduced a new flexible-working framework that combines employee wellbeing objectives with the company's commitment to provide continuous 24×7 customer support. The approach is designed to give employees greater control over how they manage their workday while maintaining full operational coverage for customers in different regions and time zones. According to the company, energized and focused teams are seen as a key factor in delivering consistent service quality and sustaining customer relationships. The framework also reflects a broader shift within the organization toward employee-centric, yet performance-oriented, work practices in the manufacturing sector.

## Flexible-working framework and objectives

The flexible-working model is intended to help employees balance professional responsibilities with personal commitments. By allowing individuals to plan their schedules more autonomously, Rajoo Engineers expects smoother work routines, higher productivity and more sustained energy throughout the day. The flexibility is structured so that employees are encouraged to manage their time responsibly, aligning individual preferences with operational needs.

At the organizational level, the system is designed to support uninterrupted customer service. The company states that the new framework enables responsibilities to be distributed intelligently across teams, ensuring constant operational coverage and faster response times. In practice, this means that while employees gain increased autonomy in organizing their work, the business maintains the ability to address customer requirements at any hour, across time zones.

The model is also positioned as a way to create a healthier work rhythm across the company. By integrating flexibility into day-to-day operations, Rajoo Engineers aims to promote a work environment in which employees can maintain focus and engagement over longer periods, while the organization benefits from greater agility in its customer support and service functions. Effective November 2025, the framework is set to be implemented across relevant functions in the company.

## Linking wellbeing with performance and customer support

Rajoo Engineers describes the initiative as part of its broader culture, where people and purpose are closely connected. The company highlights that energized teams are considered essential for delivering exceptional customer experiences. In this context, the flexible-working framework is intended not only as an internal human resources measure but also as a means of strengthening the reliability and responsiveness of customer-facing operations.

The company notes that it has been recognized as one of the most prestigious brands in India and has been honored as Gujarat's Best Employer Brand 2025. Within this positioning, the new working model is presented as a continuation of progressive employment practices in the manufacturing sector, combining employee-centric policies with performance expectations. By aligning human wellbeing with business responsiveness, Rajoo Engineers aims to maintain an operating model in which people can thrive and systems remain adaptable.



## Management perspective on culture and trust

Commenting on the initiative, Khushboo Chandrakant Doshi, Managing Director at Rajoo Engineers Ltd., emphasized the role of employees in the company's strategy. She stated that at Rajoo, people are not only considered the organization's strength but also its purpose. In her view, efficiency that does not account for empathy is not sustainable, and lasting growth is achieved when ambition and wellbeing develop together.

According to Doshi, the flexible-working framework is intended to give teams the conditions they need to work with clarity, balance and a sense of ownership. At the same time, it is expected to ensure that customers experience the company's commitment at all times. She underlined that the initiative reinforces both the internal culture and the trust placed in the company by its customers.

With this shift, Rajoo Engineers presents itself as further developing a work environment that is both employee-centric and performance-focused. The company frames the new approach as a way to combine human wellbeing, agile systems and steady customer support within a single operational model.



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### Rajoo Engineers Limited



Manufacturer of advanced plastic extrusion machinery, supplying film and sheet lines, thermoformers, PVC processing solutions, as well as service and spare parts.

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