15, Druk Green Power Corporation Limited (DGPC), Bhutan

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(a) Pillar 1: STEM Education

Activities		In 2	2021			In 2	022		Note
DGPC and its Subsidiaries provides outreach program in	Conduct out	treach program fo 100 fema	or 4 high second le students	ary schools for	Conduct outreach program for 6 high secondary schools for 120 female students				Total target #s in the year
high schools for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
female students	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
The outreach program includes providing awareness on DGPC and Subsidiaries business		1 awareness program conducted in 2 schools for 25 female students BH	2 awareness programs conducted in 2 schools for 50 female students BH	1 awareness program conducted in 2 schools for 25 female students BH	2 outreach programs conducte d in 2 schools for 40 female students BH	2 outreach programs conducte d in 2 schools for 40 female students BH	2 outreach programs conducted in 2 schools for 40 female students BH		Quarterly Target #s with country
		3 programs for 110 female students							Achievemen t
DGPC and its Subsidiaries provides field trips for students	Organize 4	4 field trips = 4 sc	hools for 40 fem	ale students	Organize 6	field trips = 6 stud	5 schools for 1 ents	20 female	Total target #s in the year

(especially girls) for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
visits to power plants	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
and project sites for		2 field trips	2 field trips		4 field	2 field			Quarterly
schools in the vicinity		conducted for	conducted		trips	trips			Target #s
of DGPC power plants		school	for school		conducte	conducte			with country
and Subsidiaries.		children with	children with		d for	d for			,
		a minimum of	a minimum		school	school			
		20 female	of 20 female		children	children			
		students	students		with a	with a			
					minimum	minimum			
		BH	BH		of 80	of 40			
					female	female			
					students	students			
					BH	BH			
		2 field trips	1 field trip						Achievemen
		for 134	for 26						t
		female	female						
		students	students						
DGPC and its	Arrange inst	titutional tie-ups	with 4 local scho	ols to provide	Institute S	TEM Club in 2	2 schools for 3	30 female	Total target
subsidiaries arranges	са	reer education fo	or 40 female stud	lents		#s in the			
institutional tie-ups		1	1	1				1	year
with local schools for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
career education	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
		1 such	2 such	1 such	1 such	1 such			Quarterly
		arrangements	arrangement	arrangement	arrangem	arrangem			Target #s
		with schools	s with	s with	ent for 20	ent for 10			with country
		and career	schools and	schools and	female	female			
		awareness	career	career	students	students			
		conducted for	awareness	awareness					
		20 female	conducted	conducted	BH	BH			
		students	for 20	for 20					
			female	female					
		BH	students	students					
			D	D					
			BH	BH					

		(Girls STEM			Achievemen
		Camp for 50			t
		students is to			•
		be held from			
		December 10-			
		12, 2021)			

(b) Pillar 2: Recruitment

Activities		In 2	2021			In 20)22		Note
DGPC and its	Move t	owards ensuring	a minimum of 2	0 female	Ensuring a	minimum of	20 female par	ticipants	Total target
Subsidiaries provides	partici	pants in OJT and	internship oppo	rtunities	in OJT and internship opportunities				#s in the year
OJT and internship	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
opportunities for	Jan	Apr	Jul	Oct	Jan-	Apr-	Jul-	Oct-	timeline
female students	5 slots (for		5 slots (for 5	10 slots (for	10 slots	10 slots		10 slots	Quarterly
	5 female		female	10 female	(for 10	(for 10		(for 10	Target #s
	participant		participants	participants)	female	female		female	with country
	s) for OJT		for OJT and	for OJT and	participan	participan		particip	
	and		internship	internship	ts) for OJT	ts) for OJT		ants)	
	internship		opportunitie	opportunitie	and	and		for OJT	
	opportunit		s are	s are	internship	internship		and	
	ies are		provided for	provided for	opportuni	opportuni		interns	
	provided		female	female	ties are	ties are		hip	
	for female		students	students	provided	provided		opport	
	students				for	for		unities	
			BH	BH	female	female		are	
	BH				students	students		provide	
								d for	
					BH	BH		female	
								student	
								S	
								BH	
	1 female	17 female	3 female	24 female					Achievement
	intern	interns	interns	interns					

DGPC to provide equal	40 vacant	positions includir	ng Civil/Electrica	l/Mechanical	82	2 vacant posi	tions including	5	Total target
opportunity to all for	Engineers	, Legal Officer, M	ledia & Commur	nication, HR,	Geologist/Civil/Electrical/Mechanical/Survey				#s in the year
vacant posts.	Finance an	nd Section Officer	Engineers &	& technicians	to be filled fo	r the year			
		filled for	the year.						
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	10 vacant								Quarterly
	positions								Target #s
	for								with country
	females								
	BH								
				1 finance					Achievement
				officer and 3					
				civil					
				engineers					
				recruited					

(c) Pillar 3: Development for Female professionals

Activities		In 2	2021			In 2	022		Note
DGPC and its	Move towar	ds ensuring a min	imum of 20 wo	men employee	Ensuring a minimum of 30 women employee				Total target
Subsidiaries		participants in lea	gs	part	icipants in lea	adership trair	nings	#s in the	
encourages women				_					year
employees to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
participate in	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
leadership trainings		10 women		10 women		15	15		Quarterly
		employees		employees		women	women		Target #s
		trained to be		trained to be		employee	employee		with
		women		women		s trained	s trained		country
		leaders		leaders		to be	to be		
						women	women		
		BH		BH		leaders	leaders		
						BH	ВН		

	[7	26 family	176					A . 1
	1	7 women	26 female	17 female					Achievemen
		employees	employees	employees					t
	1	participated	attended	attended					
	1		Adaptive	leadership					
	1		Leadership	trainings					
			Training						
DGPC and its	Move t	owards ensuring	a minimum of 2	0 women	Ensure 10	women part	icipants in co	onferences	Total target
Subsidiaries increases	particir	oants in conferen	ces /seminars /C)JTs /OCC	/semina	rs /OJTs /OCO	C/PCC/deput	ations to	#s in the
women employee				-		ower Project		year	
participation in	/PCC/deputations to other hydropower Projects					, ,	,		,
conferences /seminars	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
/OJTs /OCC	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
/PCC/deputations to		10 female	10 female				10 female		Quarterly
other hydropower	1	employees to	employees				employee		Target #s
Projects		participate in	to				chiployee		with
Trojecto		the above	participate in				5		country
		listed	the above				BH		country
	1	activities	listed				БП		
	1	activities							
		D.L.	activities						
	1	BH							
			BH						
		11 female	Not done						Achievemen
	ļ	participants							t
DGPC and its		owards ensuring					ring a minimu		Total target
Subsidiaries	participants	s in internal Annu	al/ Technical Cor	nferences and	wome	n participant	s in internal A	nnual/	#s in the
encourages women	encourage	women employe	es to present teo	chnical papers	Technical	Conferences	and encoura	ge women	year
employees to	1				emplo	yees to prese	ent technical	papers	
participate and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
present papers in	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
internal Annual		·		Minimum of		·		Minimum	Quarterly
/Technical Conference	1			20 female				of 20	Target #s
	1			participants				female	with
	1			and				participan	country
	1			presenters				ts and	,
	1			presenters				presenter	
	1			BH				S	
	l			ווט				3	

								BH			
				Not done					Achievemen t		
DGPC organizes a women's retreat for knowledge sharing	Organizes	employees					Organizes a women's retreat for minimum of 30 women employees				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming		
	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline		
			1 women's retreat organized for 30 women employees BH				1 women's retreat organized for 30 women employee s BH		Quarterly Target #s with country		
									Achievemen t		
	10 activitie	s at 10 different	offices of DGPC	for all female		Total target					
DGPC Celebrates International		emp	loyees			#s in the year					
Women's Day	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming		
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline		
	10 activities at 10 different offices of DGPC for all female (400+) employees								Quarterly Target #s with country		

BH				
				Achievemen
				t

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities		In	2021			ln 2	.022		Note
DGPC and its Subsidiaries provides Early Childhood Development and	Provide ECC	Provide ECCD and daycare facilities for all employees, (100 employees use them)				Total target #s in the year			
Daycare facilities for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
all employees	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
				2 new day care facilities opened BH				2 new day care facilities opened	Quarterly Target #s with country
				Not yet					Achievement
DGPC and its Subsidiaries provides <i>"Safe and healthy</i>	Extend off	fice vehicles for v travels whe	Extend off i offi	Total target #s in the year					
working environment	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
for women".	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
									Quarterly Target #s with country
		9 women employees used the office transport	3 Women Employee used office transport	3 Women Employee used office transport					Achievement
DGPC and its	Extend priority for female employees for guesthouse				Extend priority for female employees for				Total target
Subsidiaries provides		accommodation in power plants whenever possible				use accommo wheneve	dation in pov r possible	ver plants	#s in the year

"Safe and healthy									
working environment	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
for women"	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
	Services liste	d above to be pro	ovided						Quarterly
									Target #s
		E	ЗH						with country
									Achievement
DGPC and its	Provide se	parate toilets for		ees in power	•	oilets for fema		in place in	Total target
Subsidiaries provides "Safe and healthy working environment		plants and	project sites		the power		#s in the year		
for women"	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
-	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
									Quarterly
									Target #s
									with country
	separate								Achievement
	toilets								
	provided								
	to 16								
	female								
	employees								
DGPC and its	Women C	ounsellors traine	d and awarenes	s created on	10 wome	en counsellors	trained, and av	wareness	Total target
Subsidiaries trains	wor	kplace harassme	nt across all fun	ctions	created o	#s in the			
women counsellors and creates									year
awareness on	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
workplace	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
harassment	5 women	Awareness				5 women	5 women		Quarterly
	counsellors	created				counsellors	counsellors		Target #s
	trained,					trained,	trained,		with country
	and	BH				and	and		
	awareness					awareness	awareness		
	created					created	created		

BH						
5	1 awareness	1 awareness	1 awareness			Achievement
awareness	session for 15	session for	session for			
sessions	female	30 female	17 female			
for 43	employees	employees	employees			
female						
employees						

(e) Pillar 5: Policy and Institutional Change

Activities	ln 2021				In 2022				Note	
DGPC and its Subsidiaries to increase women	Move towards ensuring a minimum of 1 woman in any Board and Committees					Ensuring a minimum of 1 woman in any Board and Committees				
participants in	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
any Board and	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline	
Committees	Minimum of 1 woman in the board and committee's				Minim	Quarterly				
	member					Target #s with				
	ВН					country				
	1 female	1 female	1 female	1 female					Achievemen	
	professional represented	professional represented	professional represented	professional represented					t	
DGPC and its Subsidiaries provides equal recruitment opportunities for	Continue to	Continu	Total target #s in the year							
both genders	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline	
		1	tunities for both	genders		- 1			Quarterly	
	· ·					Target #s				
	ВН								with	
									country	

F	Policy	Policy				Achieveme
COL	ontinues	continues				t