24. Feedback Energy Distribution Company Ltd. (FEDCO)

Contact Information

Partner representative:	Shailesh Jagannath Kalrao (Business Leader)
Position:	Director, FEDCO
Address:	108, Matrix-1, World Trade Center, Khardi, Pune - 411014
Telephone:	+91-7894414424
E-mail:	shaileshjagan nath.kalrao@feedbackinfra.com

(a) Pillar 1: STEM Education

Activities		li	n 2022				n 2023		Note
FEDCO conducts	FEDCO cond	ducts 1 progra	m to promote th	neir interests in					Total target #s
sessions for Females in	the India	an Energy sect	or for 20 female	students in					in the year
Technical Institutes		polytec	hnic and ITIs.						
including under.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Graduate and	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
graduate schools	2	4	2 Workshops	2 Seminars for					Quarterly
Sector. The idea is to	Workshops	Workshops	for 20	50 candidates					Target #s with country
make them explosed	for 20	for 40	candidates						country
to the real world of	candidates	candidates		IN					
Power Distribution			IN						
and various aspects of	IN	IN							
this market.									Achievement
FEDCO (under its									Total target #s
Learning &	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	in the year Aiming timeline
Development Cell)	Jan-		Jul-	Oct-	Jan-		Jul-	Oct-	, intring children inc
conducts training	1 training	Apr-	1 training	1 training	Jun-	Apr-	Jui-	001-	Quarterly
programs for women	program		program for	program for					Target #s with
students (in	for 20		20	20 candidates					country
engineering/ MBA	candidates		candidates	20 candidates					
colleges) under the	canuluates		canuluates	IN					
theme "Campus to	IN		IN	11 N					
Corporate". This									Achievement
helps them to get the									

introductory					
knowledge about the					
sector and initial					
hands-on experience					
towards technical					
work.					

(b) Pillar 2: Recruitment

Activities		In	2022			In 2	023		Note
FEDCO Introduces	FEDCO Int	troduces "Shakt i	i " Program – Air	ning to recruit			Total target		
"Shakti" Program –		Female Mana	agement Traine	es					#s in the year
Aiming to recruit	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Management Trainees- 1: Gender Ratio 2: Creating		5 female trainees recruited	5 female trainees recruited						Quarterly Target #s with country
sustainable skilled		IN	IN						
workforce									Achievement
FEDCO engages		FEDCO engages	s 20 Female wS	HGs					Total target #s in the year
Female wSHGs "SEFALI" wing –	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
Engaging Women Self Help Groups" as extended arm of distribution business		10 female wSHGs engaged IN	10 female wSHGs engaged IN						Quarterly Target #s with country
						1			Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2022	In 2023	Note
	1: Tech Training		
	2: Commercial & Revenue training		

FEDCO organizes		3: Self Defe	ense Training						
tailor-made training	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Program for all	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Female Employees.	Commercial	Commercial	Commercial	Commercial		·			Quarterly
	training	training	training	training					Target #s with country
	(2-sessions)	(2-sessions)	(2-sessions)	(2-sessions)					country
	for 80	for 80	for 80	for 80					
	female	female	female	female					
	employees	employees	employees	employees					
	IN	IN	IN	IN					
									Achievement
FEDCO provides		0	owth plan and						
career growth plan.	women em		ing Manageme	ent Trainees -					
			"Shakti".			T	1		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	1 Goal	1	1	1 Analysis					Quarterly Target #s with
	Setting for	Mentoring	Examining	and					country
	20 females	& Tracking	&	Mentoring					
		session for	Counselling	session for					
	IN	20 females	session for	20 females					
			20 females						
		IN		IN					
			IN						Achievement
FEDCO establishes all	EEDCO pro	vidos caroor d	rowth plan and	ovamino 20					, leinevennent
women offices and		•	ling Manageme						
departments.	wonnen en		<i>"Shakti".</i>	Int Hamees					
departments.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
		Established							Quarterly
		for 1							Target #s with
		department							country
		IN							

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

Activities		In	2022			In	2023		Note
FEDCO launches "F-		For Bo	th Stages:						Total target #s in
Care" for sexual		Pre a	and Post						the year
harassment cases.									
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	F-care is	F-care is	F-care is	F-care is					Quarterly Target
	launched	launched	launched	launched					#s with country
	IN	IN	IN	IN					
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activities		In 20)22			In 20	23		Note
FEDCO activates	FEDCO activ	vates Women's	Day Out polic	y once in a			Total target #s in		
Women's Day Out policy		quarterly	v policy.						the year
once in a quarter for all						•			
women staff.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	Policy	Policy	Policy	Policy					Quarterly Target
	Continued	Continued	Continued	Continued					#s with country
	IN	IN	IN	IN					
									Achievement
FEDCO activates	FEDCO ad	ctivates Menstr	ual Leave poli	cy as per					Total target #s in
Menstrual Leave policy	reque	st/advised by n	vised by medical practitioner.						the year
as per request/advised	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
by medical practitioner	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
for women's employees,	Policy	Policy	Policy	Policy					Total target #s in
. , ,	Continued	Continued	Continued	Continued					the year

aspect from their retention view.	IN	IN	IN	IN							
									Achievement		
FEDCO activate Work	FEDCO prov	ides Work fron	n Home facility	option to all					Total target #s in the year		
from Home facility	staff.										
policy for all (female and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
male) employees.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
	Policy	Policy	Policy	Policy					Total target #s in		
	Continued	Continued	Continued	Continued					the year		
	IN	IN	IN	IN							
									Achievement		
FEDCO provides an option of Flexible work		vides an optior as per requiren							Total target #s in the year		
	Q1	Q2	Q3	y. Q4	Q1	Q2	Q3	Q4	Aiming timeline		
schedule as per	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
requirements/necessity	Policy	Policy	Policy	Policy	Jun-	Api-	Jui-	000	Total target #s in		
for all (female and male)	Continued	Continued	Continued	Continued					the year		
employees.	continued	continueu	continued	continueu							
	IN	IN	IN	IN							
									Achievement		
FEDCO activates a policy	FEDCO act	tivates a policy	of "all women	employees					Total target #s in		
of "all women	are e	ncouraged to l	eave office by	6pm".					the year		
employees are	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
encouraged to leave	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
office by 6pm" for all	Policy	Policy	Policy	Policy					Total target #s in		
female employees.	Continued	Continued	Continued	Continued					the year		
	IN	IN	IN	IN							
									Achievement		
FEDCO activates a HR	FEDCO	activates a HR	policy of "No e	effect on			1	•	Total target #s in		
policy of "No effect on	hierarchy or promotion in case of extended maternity										
hierarchy or promotion											
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		

in case of extended	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
maternity leave" for all	Policy	Policy	Policy	Policy					Total target #s in
female employees.	Continued	Continued	Continued	Continued					the year
	IN	IN	IN	IN					
									Achievement