

## 24. Feedback Energy Distribution Company Ltd. (FEDCO)

### Contact Information

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### (a) Pillar 1: STEM Education

Activities	In 2022				In 2023				Note
FEDCO conducts <b>sessions</b> for Females in Technical Institutes including under. Graduate and graduate schools Sector. The idea is to make them exposed to the real world of Power Distribution and various aspects of this market.	FEDCO conducts 1 program to promote their interests in the Indian Energy sector for 20 female students in polytechnic and ITIs.								Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	2 Workshops for 20 candidates	4 Workshops for 40 candidates	2 Workshops for 20 candidates	2 Seminars for 50 candidates					Quarterly Target #s with country
	IN	IN	IN	IN					Achievement
FEDCO (under its Learning & Development Cell) conducts <b>training programs</b> for women students (in engineering/ MBA colleges) under the theme “Campus to Corporate”. This helps them to get the									Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	1 training program for 20 candidates		1 training program for 20 candidates	1 training program for 20 candidates					Quarterly Target #s with country
	IN		IN	IN					Achievement

introductory knowledge about the sector and initial hands-on experience towards technical work.									
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(b) Pillar 2: Recruitment

Activities	In 2022				In 2023				Note
FEDCO Introduces “Shakti” Program – Aiming to recruit Female Management Trainees- 1: Gender Ratio 2: Creating sustainable skilled workforce	FEDCO Introduces “Shakti” Program – Aiming to recruit Female Management Trainees								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		5 female trainees recruited  IN	5 female trainees recruited  IN						Quarterly Target #s with country
									Achievement
FEDCO engages Female wSHGs “SEFALI” wing – Engaging Women Self Help Groups” as extended arm of distribution business	FEDCO engages 20 Female wSHGs								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		10 female wSHGs engaged  IN	10 female wSHGs engaged  IN						Quarterly Target #s with country
									Achievement

(c) Pillar 3: Development for Female professionals

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

FEDCO organizes tailor-made training Program for all Female Employees.	3: Self Defense Training								
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	Commercial training (2-sessions) for 80 female employees	Commercial training (2-sessions) for 80 female employees	Commercial training (2-sessions) for 80 female employees	Commercial training (2-sessions) for 80 female employees					<i>Quarterly Target #s with country</i>
	IN	IN	IN	IN					<i>Achievement</i>
FEDCO provides <b>career growth plan.</b>	FEDCO provides career growth plan and examine 20 women employees, including Management Trainees - Part of <b>"Shakti"</b> .								
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	1 Goal Setting for 20 females	1 Mentoring & Tracking session for 20 females	1 Examining & Counselling session for 20 females	1 Analysis and Mentoring session for 20 females					<i>Quarterly Target #s with country</i>
	IN	IN	IN	IN					<i>Achievement</i>
FEDCO <b>establishes all women offices</b> and departments.	FEDCO provides career growth plan and examine 20 women employees, including Management Trainees - Part of <b>"Shakti"</b> .								
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
		Established for 1 department							<i>Quarterly Target #s with country</i>
		IN							

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

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

(e) Pillar 5: Policy and Institutional Change

Activities	In 2022				In 2023				Note
FEDCO activates <b>Women’s Day Out policy</b> once in a quarter for all women staff.	FEDCO activates Women’s Day Out policy once in a quarterly policy.								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					Quarterly Target #s with country
	IN	IN	IN	IN					Achievement
FEDCO activates <b>Menstrual Leave policy</b> as per request/advised by medical practitioner for women’s employees,	FEDCO activates Menstrual Leave policy as per request/advised by medical practitioner.								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					Total target #s in the year

aspect from their retention view.	IN	IN	IN	IN					
									Achievement
FEDCO activate <b>Work from Home facility policy</b> for all (female and male) employees.	FEDCO provides Work from Home facility option to all staff.								Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					Total target #s in the year
	IN	IN	IN	IN					Achievement
FEDCO provides an option of <b>Flexible work schedule</b> as per requirements/necessity for all (female and male) employees.	FEDCO provides an option of Flexible work schedule as per requirements/necessity.								Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					Total target #s in the year
	IN	IN	IN	IN					Achievement
FEDCO activates a <b>policy of “all women employees are encouraged to leave office by 6pm”</b> for all female employees.	FEDCO activates a policy of “all women employees are encouraged to leave office by 6pm”.								Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					Total target #s in the year
	IN	IN	IN	IN					Achievement
FEDCO activates a HR <b>policy of “No effect on hierarchy or promotion</b>	FEDCO activates a HR policy of “No effect on hierarchy or promotion in case of extended maternity leave” for all female employees.								Total target #s in the year
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	Aiming timeline

<b>in case of extended maternity leave” for all female employees.</b>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
	Policy Continued	Policy Continued	Policy Continued	Policy Continued					<i>Total target #s in the year</i>
	IN	IN	IN	IN					<i>Achievement</i>