24, Feedback Energy Distribution Company Ltd. (FEDCO)

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(a) Pillar 1: STEM Education

Activities		In 2020					ln 2021		Note
FEDCO conducts sessions in women Polytechnics and	1 program for 20	0 female studer ITIs.	nts in polyt	echnic and	4 prog	lytechnic and	Total target #s in the year		
ITIs to promote the	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
interest of women	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
candidates in power distribution and apprises them of career				1 program 20 female students		2 programs 50 female students		2 programs 50 female students	Quarterly Target #s with country
opportunities				IN		IN		IN	
				Postponed		Not done		2 programs for 120 female students	Achievement
FEDCO conducts training programs for women	2 virtual introduc	ctory training pi students.	rograms fo	r 45 female	1 intro	ductory training	program for 25 fer	nale students.	Total target #s in the year
students under the	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
theme "Campus to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Corporate".	1 training program conducted with	One SIP virtual program					One training program conducted with		Quarterly Target #s with country

20-25 female candidates	planned with 20	20-25 female candidates	
IN	Women IN	IN	
Did not conduct	One Virtual Program Conducted with 25 female candidates	1 training program for 50 females	Achievement

(b) Pillar 2: Recruitment

Activities		In 2	.020			In 2	021		Note
FEDCO increases the # of women interns in		-				le interns to ob ence under the			Total target #s in the year
view of the	[Re	vised the target	s due to COVID	-19]		guida			
enhancement of	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
business and technical	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
skills as women						5 female			Quarterly
candidates and						interns			Target #s with country
presents future well for						recruited			country
, skilled and polished									
women workforce.						IN			
						5 female			Achievement
						interns			
						recruited			
FEDCO hires women under ITIs.	FED	CO hires at leas	st 14 women in	ITIs.	FED	CO hires at leas	st 28 women i	in ITIs.	Total target #s in the year
	[Re	vised the target	s due to COVID	-19]	[Rev	vised the target	s due to COV	ID-19]	
FEDCO is providing	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employment to female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
candidates in-spite of electrical/power distribution		Vacancy	Vacancy		Vacancy	Vacancy			Quarterly
		planned for	planned for		planned	planned for			Target #s with country
					for 8				country

continues to be viewed as men's field	6 female ITIs.	8 female ITIs.		female ITIs.	20 female ITIs.		
	IN	IN		IN	IN		
	2 women	10 women	12 women	Not done	Not done		Achievement
	hired	hired	hired				

(c) Pillar 3: Development for Female professionals

Activities		In 2	020			In 202	21		Note
FEDCO conducts	FEDCO cond	ucts 2 technical tr	ainings for 100 \	vomen's staff.	FEDCO con	ducts 2 technical stafi	-	or 50 women's	Total target #s in the year
regular training to SHGs on	ſŧ	Revised the target	s due to COVID-	19]		Stan			
technology	Ľ	tevised the target		19]	[Re	/ID-19]			
initiatives,	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
revenue	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
management services and O&M.	1 session for 50 SHG female staff	1 session for 50 SHG female staff				1 session for 25 SHG female staff		1 session for 25 SHG female staff	Quarterly Target #s with country
FEDCO (under its	IN	IN				IN		IN	
operation) has 156 women SHGs each comprising 2-3 members.	Conducted 1 session for 50 SHGs female staff.	Conducted 1 session for 50 SHGs female staff.				Not done		Conducted 1 session for 25 SHGs female staff	Achievement
FEDCO provides career growth plan specifically	FEDCO provid	es career growth emplo	•	e all 80 women	FEDCO pro	ovides career grov 80 women er	-	nd examine all	Total target #s in the year
for women	[Revised the targets due to COVID-19] [Revised the targets due to COVID-19]								
employees to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
get the chance	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	/
to step up from the existing position.	Examines 80 female employees	Provides the career growth plan for 80				Provides the career growth plan		Provides the career growth plan for 40	Quarterly Target #s with country

And All women employees to be examined and	of their growth plan.	female employees.				for 40 female employees.		female employees. IN	
analyzed as per the given growth plan.	Examined 80 female employees of their growth plan.	Examined 80 female employees of their growth plan.	Provided the career growth plan for 25 female employees.	Provided the career growth plan for 30 female employees.		Not done		40 female employees participated	Achievement
FEDCO provides Self-defense workshops to			oyees.						Total target #s in the year
women		Revised the target			01	02	01	04	Aiming timeline
employees.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Anning timenne
Martial Arts-based self-defense training have shown to improve employee discipline, morale and enhance teamwork.	1 Training programs conducted, covering 15 - 20% female employees IN		501	1 Training programs planned, covering 75 - 100% female employees IN	5411		541		Quarterly Target #s with country
	1 Training conducted with 12 female employees			1 Training Conducted with 18 female employees					Achievement
FEDCO provides		es mentoring prog	gram for newly 1	hired woman		/ides mentoring p	program fo	r newly 2	Total target #s
mentoring	staff.	Γ	Γ	Γ	hired wome			Γ	in the year
program for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
newly hired	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
women staff by experienced		Aiming to launch in April 2020.		At least 1 newly hired woman		At least 1 newly hired woman		At least 1 newly hired woman	Quarterly Target #s with country

staff. It gives them organizational visibility and access to decision makers.		At least 1 newly hired woman matched with experienced staff.		matched the experienced staff. IN		matched the experienced staff. IN		matched the experienced staff. IN	
FEDCO is introducing "LEAP- Learn Effectively and accelerate performance" designed to augment the key competencies of high potential women employees.		IN 1 woman hired in a field operation		1 woman hired in a Call Center		Not done		36 female employees are matched with 8 experienced staff members	Achievement
FEDCO	CI	EDCO establishes	2 all woman offi	<u></u>	FED	CO establishes 2	all-womer	office.	Total target #s in the year
establishes all women offices	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

and departments.	All women 1 section office	All-women electricity	All-women ONE	All- women		All-women one section	Quarterly Target #s with
It includes an electrical Offices: technicians, engineers, vigilance associates, customer care and cash collection agents.	in Odisha IN	call center in Shillong, Meghalaya IN	Subdivision office in operation in Tripura IN	electricity call center in Agartala, Tripura. IN		office in Meghalaya IN	country
	All women office established (In Puri)	All Women Call Center established	Not Achieved due to Covid			Established	Achievement

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

Activities		In 20)20			In 2	021		Note		
FEDCO					FEDCO contin	ues the			Total target #s in the year		
established a					babysitting fa	babysitting facility for Returning Mothers.					
babysitting	[Revised	d the targets	due to CO	VID-19]							
facility for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
Returning	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
Mothers, aspect						Establish the	Continue.	Continue.	Quarterly		
from their						babysitting facility.			Target #s with country		
retention view.						country					
						Established	Continues	Continues	Achievement		

(e) Pillar 5: Policy as cross-cutting

Activities In 2020	In 2021	Note
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FEDCO activates		ates Women's	Day Out policy	once in a		nues the Wome	en's Day Out po	olicy once in a	Total target #s in the year
Women's Day Out policy	quarterly po	licy.			quarterly pol	icy.			#s in the year
once in a quarter for all									
women staff.		targets due to	-	1		I	[I	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	Activated.			Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s
									with country
	IN			IN	IN	IN	IN	IN	
		1	ontinues			1	ontinues		Achievement
FEDCO activates		ates Menstrua		is per		nues the Menst		icy as per	Total target #s in the year
Menstrual Leave policy	· · · · ·	ised by medica		I		sed by medical		1	
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,	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s
aspect from their									with country
retention view.	IN	IN	IN	IN	IN	IN	IN	IN	
		Policy c	ontinues	•		,	ontinues	·	Achievement
FEDCO activates a policy	FEDCO activ	ates a policy of	^f Desk Job for s	pecific period	FEDCO contir	Total target			
of Desk Job for specific	for Returnin	g Mothers.			period for Re		#s in the year		
period for Returning	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Mothers, aspect from	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
their retention view.	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly
									Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	,
		Policy c	ontinues			Policy co	ontinues		Achievement
FEDCO activate Work	FEDCO prov	ides Work from	n Home facility	option to all	FEDCO contir	nues to provide	the Work fron	n Home	Total target
from Home facility policy	staff.				facility optior	n to all staff.			#s in the year
for all (female and male)	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
employees.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
		Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s
	IN IN IN					IN	IN	IN	with country
		Policy c	ontinues			Policy co	ontinues	•	Achievement

FEDCO provides an	FEDCO provides an option of Flexible work schedule as				FEDCO provides an option of Flexible work schedule as				Total target #s in the year		
option of Flexible work	per requirements/necessity.				per requirements/necessity.				#s in the year		
schedule as per	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
requirements/necessity	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
for all (female and male)		Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s		
employees.									with country		
		IN	IN	IN	IN	IN	IN	IN			
	Policy continues				Policy continues				Achievement		
FEDCO activates a policy	FEDCO activates a policy of "all women employees are FEDCO continues the policy of "all women employees are							employees	Total target #s in the year		
of "all women employees	encouraged to leave office by 6pm". are encouraged to leave office by 6pm".							,			
are encouraged to leave	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
office by 6pm" for all	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
female employees.		Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s		
		IN	IN	IN	IN	IN	IN	IN	with country		
	Policy continues				Policy continues				Achievement		
FEDCO activates	FEDCO activates Extended Maternity Leave policy for				FEDCO continues the Extended Maternity Leave policy				Total target		
Extended Maternity	all female employees.				for all female employees.				#s in the year		
Leave policy for all	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming		
female employees.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline		
	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly		
									Target #s with country		
	IN	IN	IN	IN	IN	IN	IN	IN	,		
	Policy continues				Policy continues				Achievement		
FEDCO activates a HR	FEDCO activates a HR policy of "No effect on hierarchy				FEDCO continues the HR policy of "No effect on				Total target #s in the year		
policy of "No effect on	or promotion in case of extended maternity leave" for				hierarchy or promotion in case of extended maternity						
hierarchy or promotion	all female employees. leave" for all female employees.										
in case of extended	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
maternity leave" for all	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
female employees.	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s		
	IN	IN	IN	IN	IN	IN	IN	IN	with country		
	Policy continues				Policy continues				Achievement		