25, Power Grid Corporation of India (POWERGRID)

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(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities		In 2	021			1	n 2022		Note
POWERGRID provides	POWERGRID	provided traini	ng to 15 femal	e apprentices.	POWERGRID provided training to 15 female				Total target #s in the year
female apprenticeship						арр	rentices.		the year
training for on-the-job	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
experience.	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
Record: Provided 5 female apprentices in 2019, and 20 till Oct. 2020.				15 female apprentices participated IN				15 female apprentices participated IN	Quarterly Target #s with country
	4 female apprentices participated	16 female apprentices participated	23 female apprentices participated						Achievement

POWERGRID provides	POWERG	GRID recruits 60) female stude	nt interns	POWER	GRID recruits	60 female stu	udent interns	Total target #s in the year
internship program in	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Engineering field for	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
Women students to				60 female				60 female	Quarterly Target
bridge the gap				student				student	#s with country
between Academic				interns				interns	
knowledge and				recruited				recruited	
Industry experience.				i coi dited				recrarted	
Record: Hired 82 female				IN				IN	
student interns in 2019,	4 female	20 female	12 female						Achievement
and 26 till Oct. 2020.	interns	interns	interns						
	hired	hired	hired						
POWERGRID recruits	POWER	GRID recruits 6	new female er	nployees	POWER	GRID recruit	s 6 new femal	e employees	Total target #s in the year
female employees.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
December 107 females	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
Record: Hired 87 females in 2018, 26 in 2019, and 3				6 new				6 new female	Quarterly Target #s with country
till Oct. 2020.				female				employees	#S WITH COUNTRY
5 511 25251				employees				recruited	
				recruited					
								IN	
				IN					
									Achievement

(c) Pillar 3: Development for Female professionals

Activities		In 2	021				n 2022		Note
POWERGRID	1 me	eting with 5	core members,		1	rs,	Total target #s in the year		
continues the	and 1 open bra	in storming	session with 45 r	members.	and 1 open	brain storm	ing session with 4	15 members.	the year
professional circle	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
as women	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
employees'	1 meeting with 5		1 open		1 meeting		1 open		Quarterly Target #s with country
community, which	core members		brainstorming		with 5		brainstorming		#S WITH COUNTRY
established in			session with		core		session with		
2019.	IN		45 members		members		45 members		
Record: In 2019, 1			IN		IN		IN		
meeting with 5 core members and 1	0		0						Achievement

brainstorming session with 45 members.									
POWERGRID	Women en		p "Mahila Samiti'	" with 170	Women en		up "Mahila Sam ı members.	iti" with 170	Total target #s in the year
creates a group of			members.	1		,			
women	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employees	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
<u>"Mahila Samiti"</u> to	With 170	With 170	With 170	With 170	With 170	With 170	With 170	With 170	Quarterly Target #s with country
look after welfare	women	women	women	women	women	women	women	women	ĺ
facilities -	members.	members.	members.	members.	members.	members.	members.	members.	
including cultural,	IN	IN	IN	IN	IN	IN	IN	IN	
sports, and educational	170 women	170 women							Achievement
activities.	members	members	members						
Record: 193 women members in 2018, 178 in 2019, and 170 till									
Oct. 2020. POWERGRID carries	Women Day	/ Calabration v	<u> </u>	men staff	Women Day	/ Celebration	<u> </u> with total 135 w	vomen staff	Total target #s in
out Women Day			1						the year
Celebration on	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
March 8 th . Women	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	Quarterly Target
achievers are called	Celebrated				Celebrated				#s with country
to motivate	with 135				with 135				
employees,	women staff.				women staff.				
followed by cultural	Stall.				Stall.				
performance.	IN				IN				
Record: 135 in 2019.	135 women								Achievement
and 135 in 2020.	participated								

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

Activities		In 20	021				Note		
POWERGRID allows to access to e-Office to	For all 12	20 women exec offi		access to e-	For all 130 v	Total target #s in the year			
women executives after	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
office hours.	Jan					Apr	Jul	Oct	

Record: 147 female	All 120	All 120	All 120	All 120	All 130	All 130	All 130	All 130	Quarterly Target #s
executives in 2018, 144 in	women	women	women	women	women	women	women	women	with country
2019 and 138 till Oct. 2020.	executive	executives	executiv	executives	executives	executives	executive	executives	
	S	accessed	es	accessed	accessed	accessed	accessed	accessed	
	accessed		accessed						
		IN		IN	IN	IN	IN	IN	
	IN		IN						
	All 120	All 120	All 120						Achievement
	women	women	women						
	executive	executives	executiv						
	S		es						
POWERGRID provides		preferential pa	_		Reserves	2 parking slots f	or expecting	mothers.	Total target #s in the year
earmarked parking slot	mothers (o	ver and above t		parking slots					,
for expecting mothers.		to the	· · · · · · · · · · · · · · · · · · ·	1		I	1		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	0 1 7 1 1
	Available	Available	Available	Available	Available	Available For	Available	Available	Quarterly Target #s with country
	for 2	For 2	For 2	For 2	For 2	2 expecting	For 2	For 2	
	expecting	expecting	expecting	expecting	expecting	mothers.	expecting	expecting	
	mothers.	mothers.	mothers.	mothers.	mothers.		mothers.	mothers.	
	IN	IN	IN	INI	IN	IN	IN	INI	
	Reserved	Reserved	Reserved	IN	IIV		IIN	IN	Achievement
	for 2	for 2	for 2						riemevement
	expecting	expecting	expecting						
	mothers	mothers	mothers						
POWERGRID provides		ueue at cafeter		ting mothers.	Skips the q	ı ueue at cafeteria	ı for expectin	g mothers.	Total target #s in the year
skipping the queue at	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
cafeteria for expecting	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
mothers.	Continue	Facility in	Facility	Facility in	Facility in	Facility in	Facility in	Facility in	Quarterly Target #s
	d	place	in place	place	place	place	place	place	with country
		•	'	•	•	•	·	,	
	IN	IN	IN	IN	IN	IN	IN	IN	
	Facility in	Facility in	Facility						Achievement
	place	place	in place						

POWERGRID locates sanitary pad dispensers		nitary dispense om in CO and N			Total 4 sanita	ry dispensers in a CO and Manes		est room in	Total target #s in the year
in all women's rest room	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
which sanitary napkins	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
are made available.	170	170 female	170	170 female	170 female	170 female	170 female	170	Quarterly Target #s
	female	staff to be	female	staff to be	staff to be	staff to be	staff to be	female	with country
Record: 193 women staff in	staff to be	benefitted.	staff to	benefitted.	benefitted.	benefitted.	benefitted.	staff to	
2018, 178 in 2019 and 170	benefitte		be					be	
till Oct. 2020.	d.	IN	benefitt	IN	IN	IN	IN	benefitt	
			ed.					ed.	
	IN								
			IN					IN	
	Sanitary	Sanitary	Sanitary						Achievement
	dispenser	dispensers	dispense						
	s for 170	for 170	rs for						
	female	female staff	170						
	staff		female						
			staff						
POWERGRID provides a		Expecting 5 fer	nale staff us	se.		Expecting 5 fema	le staff use.		Total target #s in the year
counseling facility for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
women, where women	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
can discuss personal and	Facility in	Facility in	Facility	Facility in	Facility in	Facility in	Facility in	Facility in	Quarterly Target #s with country
professional concerns.	place	place	in place	place	place	place	place	place	with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	0	0	Facility in place						Achievement
			piace						

(e) Pillar 5: Policy and Institutional Change as a cross-cutting pillar

Activities		In	2021				Note		
POWERGRID executes women's working time	Womer	_	ne policy with acility.	a transport	Women's w	sport facility.	Total target #s in the year		
policy with a transport	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
facility.	Jan	Apr	Jul	Oct	Jan Apr Jul Oct				
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country

	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy	Policy	Policy						Achievement
	continue	continues	continues						
	S		<u> </u>			<u> </u>			Takal kanasak Halia
POWERGRID executes	Childcare leave policy.					Childcare le	eave policy.		Total target #s in the year
Childcare Leave Policy. Women employees are given	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
leave up to 2-year with pay.	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy continue s	Policy continues	Policy continues						Achievement
POWERGRID executes		ı ecruitment po	l licy and proce	edure.	Red	ı cruitment polic	y and proced	ure.	Total target #s in the year
Recruitment Policy and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Procedure.	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy	Policy	Policy						Achievement
	continue s	continues	continues						
POWERGRID executes	Maternit	y Leave Policy	with 26 week	ks paid leaves	Maternity	Leave Policy w	ith 26 weeks	paid leaves	Total target #s in the year
Maternity Leave Policy	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
with 26 weeks paid	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
leaves.	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy	Policy	Policy						Achievement
	continue s	continues	continues						
POWERGRID provides	Medica	l policy which	covers depend	dents for all	Medical poli	cy which covers	dependents f	or all women	Total target #s in
Medical Policy which		<u>wom</u> en	employees.			emplo	yees.		the year
covers Dependents for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
all women employees.	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country

IN	IN	IN	IN	IN	IN	IN	IN	
Policy	Policy	Policy						Achievement
continue	continues	continues						
S								