### 16, Tata Power Delhi Distribution Limited (Tata Power-DDL), India

#### **Contact Information**

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#### (a) Pillar 1: STEM Education

Activities	In 2021					Note			
Tata Power-DDL conducts Outreach Programs in schools to inspire female		anize outr	ernment scho each Program udents		Connecti Delhi to o	Total target #s in the year			
students to apply for technical qualifications.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
Especially in electrical field, by making them aware about the immense opportunities			Female	s covered 200 students	2-3 ses	students	Quarterly Target #s with country		
available in Power / Energy sector, various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.			2400 students participated						Achievement
Tata Power-DDL provides a <b>Mentoring</b> of Female		_	am for Femal entors from T	e students of 「PDDL	Mentor Men In	Total target #s in the year			
Students from ITI (Industrial Training	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
Institute) for their grooming & professional development.			400 female students benefitted IN				500 students benefitted		Quarterly Target #s with country

	400 students benefitted			Achievement

#### (b) Pillar 2: Recruitment

Activities	In 2021					Note			
Tata Power-DDL provides Internship Opportunities	Providing in	ternship oppo stude		o 5-8 female	Providing in	Total target #s in the year			
to Women students under	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
the "Stipend Policy".	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Selected Interns will be considered for appointment in Tata Power-DDL through a structured selection process and given training to make them ready for the organization.	Selection of 5-8 Female Interns in technical domain  IN 2 Female Interns	6 Female Interns			As	Quarterly Target #s with country  Achievement			
	recruited	recruited							
Tata Power-DDL provides recruitment opportunity to	Recruitme	ent Opportuni Spouse or	•	mployees'	Recruitme	Total target #s in the year			
Employee spouses on	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
merit based on the	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
available vacancies.				Recruitme nt Opportunit y provided 2-3 employees	Recruitment	Opportunity p	provided 2-3	3 employees	Quarterly Target #s with country
	4	4							Achievement
	employees	employees							

# (c) Pillar 3: Development for Female professionals

Activities		In 20		Note					
Tata Power-DDL conducts WILL (Women in	Conducts WILL trainings for 100+ female employees.				Conduc	Total target #s in the year			
Leadership League) /	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Exclusive Training	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
programs for women		50+ female		50+		50+		50+	Quarterly Target #s
aimed at their professional		employees		female		female		female	with country
development in technical		received		employe		employe		employee	
roles/ Leadership roles.		the		es		es		s received	
		trainings		received		received		the	
				the		the		trainings	
		IN		trainings		trainings			
								IN	
				IN		IN			
	61 female	37 female	32 female	15					Achievement
	employee	employees	employee	female					
	s received	received	s received	employe					
	the	the	the	es					
	trainings	trainings	trainings	received					
				the					
				trainings					
Tata Power-DDL organizes	Organizes	an exclusive C	EO dialogue v	with 80+	Organizes	an exclusive	CEO dialogu	e with 80+	Total target #s in
an exclusive CEO Dialogue		female em	ployees.			the year			
to inspire female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employees to take up	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
challenging roles.	1 session					1 sess	sion for		Quarterly Target #s
Also provides a platform to	for 80 +						with country		
them to share their	Female								
concerns, if any.	employee								
	S								
	IN					T	T	_	
	1 session								Achievement
	158								

Female				
employee				
S				

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

None.

### (e) Pillar 5: Policy and Institutional Change

Activities		In 202		Note					
Tata Power-DDL provides the Extended maternity leave to provide support		of Extended N employees wh	Provision of female of	Total target #s in the year					
to women employees	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
during Maternity.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	Bei	ng done as & v	when required		Beir	ng done as 8	k when requ	ired	Quarterly Target #s with country
		IN				П	N		
	Policy	Policy	Policy	Policy	Beir	ired	Achievement		
	continues	continues	continues	contin					
				ues					
Tata Power-DDL provides	Providing t	he Option to f	emale employ	ees for	Providing th	Total target #s in			
the <b>option of flexible</b>	Flexi-work	ing after joinin	ig back from N	1L for a	Flexi-worki	the year			
timing to all female		period of 6	months						
employees who join after	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
maternity in order to help	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
them comfortably settle & maintain the balance	Bei	ng done as & v	when required		Beir	ired	Quarterly Target #s with country		
between home & work.		IN							
	Policy	Policy	Policy	Policy	Beir	ng done as 8	k when requ	ired	Achievement
	continues	continues	continues	contin					Total 7 women
				ues					took it in 2019.

Tata Power-DDL provides the option for "Break in service" for female	_	the option for ployees on maduring initia	aternity and ch		Providing the female emp	Total target #s in the year			
employees who proceed	Q1	Q2	, Q3	Q4	Q1	during ini Q2	Q3	Q4	Aiming timeline
on maternity, to support	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
them in childcare during initial years.	Bei	ng done as & v	when required		Beir	Quarterly Target #s with country			
		IN							
	Policy	Policy	Policy	Policy	As & When required				Achievement
	continues	continues	continues	contin					
	ues								