

Vision Mechatronics Pvt Ltd (VMPL), India

Contact Information

Vision Mechatronics Pvt Ltd (VMPL)

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(a) Pillar 1: STEM Education

| Activities | In 2023 | | | | In 2024 | | | | Note |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------|---------------------------------------------------------------------------------|------------|---------------------------------------------------------------------------------------------------------|------------|--------------------------------------------------------------------------------|------------|--------------------------------------------|
| <p>1.1 VMPL conducts lectures in 5 Colleges to inspire female students to apply for technical qualifications.</p> <p>Especially in electrical and electrical field, by making them aware about the immense opportunities available in Power / Energy sector, various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.</p> | Connecting with 5 colleges overall India to conduct lectures for female students | | | | Connecting with 5 colleges overall India to conduct lectures for female students | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | | | 20-30 sessions covering 200+ Female students | | | | 20-30 sessions covering 200+ Female students | | More than 5 colleges targeted for lectures |
| | | | IN | | | | IN | | Achievement |
| <p>1.2 VMPL provides a Mentoring of Female Students from Rajasthan Technical University, Ema, IIEEE, KIIT for their grooming & professional development.</p> | VMPL Mentors provide Mentor Mentee Program for Female students of Technical Institutes/ Colleges | | | | VMPL Mentors provide Mentor Mentee Program for Female students of Technical Institutes/ Colleges | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | | | Tie-up with colleges / Institute – Allotment of Mentors to 400+ female students | | | | Tie-up with colleges/ Institute – Allotment of Mentors to 400+ female students | | Quarterly Target #s with country |
| | | | IN | | | | IN | | Achievement |
| <p>1.3 VMPL provides decentralized Solar energy solution to primary government school in Katavaram,</p> | VMPL provided decentralized Solar Energy Solution to government School in Katavaram, Telangana | | | | VMPL provided decentralizes Solar Energy Solution provides to government School in Katavaram, Telangana | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |

| | | | | | | | |
|----------------------------|--|--|-----------------------------------------------------------------------------------|--|--|-----------------------------------------------------------------------------------|-------------|
| Mehbubnagar, Telangana. | | | 70+ students are receiving better education with the help of VMPL energy solution | | | 70+ students are receiving better education with the help of VMPL energy solution | Achievement |
| | | | IN | | | IN | |

(b) Pillar 2: Recruitment

| Activities | In 2023 | | | | In 2024 | | | | Note |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------|------------|----------------------------------|
| 2.1 VMPL offers paid internship to undergraduate students to give them exposure of power sector to facilitate them in their future career path. | VMPL offers extensive certified internship program to 5 female students and give them opportunity to work in specialized departments relevant to their field of study. | | | | VMPL offers extensive certified internship program to 5 female students and give them opportunity to work in specialized departments relevant to their field of study. | | | | 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 interns recruited | | | 5 female interns will recruit | | | Quarterly Target #s with country |
| | | | IN | | IN | IN | IN | IN | Achievement |
| 2.2 VMPL provides employment Opportunities to women being an Equal opportunity Employer organization. | VMPL recruits 50% of female professionals against 6 job positions. | | | | VMPL recruits 50% of female professionals against 6 job positions. | | | | 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 employees recruited | | 10 female Employees recruited | | 10 female employees recruited | | 10 Female employees will recruited | | Quarterly Target #s with country |
| | IN | | IN | | IN | | IN | | Achievement |

(d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.)

| | In 2023 | | | | In 2024 | | | | Note |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------|------------|------------|---------------------------------------|-------------------------------------------------------------------------------|------------|------------|------------|----------------------------------|
| 4.1 VMPL retained the mothers, dropped out women for employment | VMPL retained Mothers (career gap due to maternity leave), Dropped out women. | | | | VMPL retained Mothers (career gap due to maternity leave), Dropped out women. | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | 3 returning mother retained IN | | | 3 returning mother retained IN | 3 returning mother retained IN | | | | Quarterly Target #s with country |

(e) Pillar 5: Policy and Institutional Change

| Activities | In 2023 | | | | In 2024 | | | | Note |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------------|
| 5.1 VMPL is striving to make workplace conducive for women by formulating or implementing variety of women friendly policies to attract and retain its female employees by 50% Special women quota in recruitment | VMPL ensures implementation of policies formulated and revision / improvement of existing policies (if required). | | | | VMPL ensures implementation of policies formulated and revision / improvement of existing policies (if required). | | | | 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 continues IN | Policy continues IN | Policy continues IN | Policy continues IN | Policy continues IN | Policy continues IN | Policy continues IN | Policy continues IN | Quarterly Target #s with country |
| | | | | | | | | | Achievement |
| 5.2 VMPL is striving to make workplace conducive for women by | VMPL implements "Prevention of Sexual Harassment at the workplace Act - 2013 (POSH) | | | | VMPL ensures Harassment Policy under "Prevention of Sexual Harassment at the workplace, Act-2013 (POSH) continue to be implemented. | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |

