Vision Mechatronics Pvt Ltd (VMPL), India

Contact Information

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(a) Pillar 1: STEM Education

Activities		In	2023			In 2	2024		Note
1.1 VMPL conducts lectures in 5Colleges to inspire female		India to	with 5 co conduct female dents			ll India to for f	with 5 coll conduct le emale dents		Total target #s in the year
students toapply	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
for technical	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
qualifications. Especially in electrical and electrical field, by making them aware about the immense			ses coveri Female)-30 sions ng 200+ students N			ses: coveri Female)-30 sions ng 200+ students N	More than 5 colleges targeted for lectures
opportunities available in Power / Energy sector, various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.									Achieveme nt
1.2 VMPL provides a Mentoring of Female Students	Men	tee Prog ts of Te	s provide gram for F chnical Ins lleges	emale	VMPL Mer stude	Total target #s in the year			
from Rajastan Technical University, Ema, IEEE, KIIT	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
for their grooming & professional development.			Tie-up v colleges – Allot Mentor 400+	vith ; / Institute ment of		7.07	Tie-up v colleges – Allot Mentor 400+	vith / Institute ment of	Quarterly Target #s with country
				N				N	Achieveme
									nt
	VMPL pro Energy So in Katava	olution to	o governm		VMPL provided decentralizes Solar l Energy Solution provides to government School in Katavaram, Telangana				Total target #s in the year
			Q3 Jul-	Q4 Oct-			Q3 Jul-	Q4 Oct-	Aiming timeline

Mehbubnagar,			Achieveme
Telangana.			nt
	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	
	IN	IN	

(b) Pillar 2: Recruitment

Activities			ln 2023)	In 024		Note
2.1 VMPL offers paid internship to undergraduate students to give them	internsh students	and ging spe to the	extensive ogram to ve themopp cialized de ir field	5 female ortunity to	program opportu	internship give them specialized of study.	Total target #s in the year		
exposure of power sector	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
to facilitate them in their future career path.			5 female interns recruited			5 female interns will recruit			Quarterly Target #s with country
			IN		IN	IN	IN	IN	
2.2 VMPL provides employment Opportunities to women being an		recruit onals a	s 50% c gainst 6 job	of female positions.	VMPL re against 6	dessionals	Achievement Total target #s in the year		
Equal opportunity Employer organization.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q 1 Ja n-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	10 Female employee s recruited		10 female Employees recruited		10 female employee s recruited		10 Female employe es will recruited		Quarterly Target #s with country
									Achievemen

Activities			n 2023			In 202	24		Note		
3.1 VMPL provides training for	and	rams under Skill Develop	its Capacit oment for	ty Building	under						
Capacity Building	Progr Q1	ram to fema Q2	le employee Q3	es. Q4 Oct-	Q1	Q2	Q3	Q4	Aiming		
andSkill	Jan-	Q2	Q.J	Q4 001	QI	QZ	QJ	Q4	timeline		
Developme nt		Apr-	Jul-		Jan-	Apr-	Jul-	Oct-			
to its female employees.		workshop conducted	workshops conducted	conducted for 10+ Female	06 worksh opfor 10+ female employee s	06 Workshop For 10+ female Employee	06 workshop for 10+female employees	06 Workshop for 10+female employees	Quarterly Target #s with country		
		IN	IN		IN	IN	IN	IN			

(c) Pillar 3: Development for Female Professionals

3.2 VMPL conducts WILL (Women			ucts WILL tra bloyees.	ainings for	VMPL con employee	emale	Total target #s in the year		
in Leadership	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
League)/	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Exclusive			10+			10+			Quarterly
training			women			women			Target #s with country
programs for			employees			employees			with country
women aimed									
at their									
professional									
development									
in technical									
role/									
Leadership									
roll									
			IN			IN			
									Achievement

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

		ln 20	23				Note		
4.1 VMPL retained the	to materr	ained Moth hity leave), out women.	ers (care	er gap due	VMPL retained Mothers (career gap due to maternity leave), Dropped out women.				Total target #s in the year
mothers,	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
dropped	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
out women for employmen t	3 returning mother retained				3 returning mother retained				Quarterly Target #s with country
	IN			IN	IN				

(e) Pillar 5: Policy and Institutional Change

Activities		In 2	.023			ln 2	2024		Note
5.1 VMPL is	VMPL e	nsures i	mplementa	tion of	VMPLens	of policies	Total target		
striving to	policies	formulate	d and re	vision /	formulate	provement	#s in the year		
make	improvem	nent of ex	isting polici	es (if	of existin	g policies	(if		
workplace	required).				required)	•	-	-	
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
implementing	continu	contin	continue	contin	continu	continu	continu	continue	Target #s with country
variety of	es	ues	S	ues	es	es	es	S	whencountry
women friendly									
policies to	IN	IN	IN	IN	IN	IN	IN	IN	
attract and									
retain its									
female									Achievement
employees by									Admevement
50% Special									
women quota									
in recruitment			"-						T 1 1 1
5.2 VMPL is		nplement						olicy under	Total target #s in the year
striving to			at the workp	place Act				nent at the	no in the year
make	- 2013 (PC	DSH)				ontinue to			
workplace					be impler				A: :
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	unienite

formulating or implementing	Policy Impleme	Policy Implem	Policy Impleme	Policy Imple	Policy continu	Policy continu	Policy continu	Policy continue	Quarterly Target #s with country
variety of	nts	ents	nts	ments	es	es	es	S	with country
women friendly									
policies to	IN	IN	IN	IN	IN	IN	IN	IN	
attract and									
retain its									
female									
employees by									
zero tolerance									
policy against									
harassment									
and gender									Achievement
discrimination									Acmevement

5.3 VMPL is	VMPL e	nsures i	mplementa	tion of	VMPI en	sures imple	mentation	of policies	Total target #s
striving to			d and re			provement	in the year		
make			isting polici		of existin	Stovennenne			
Workplace	required		listing polici	05 (11	requir	• •	(11		
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
implementing	contin	contin	continu	contin	contin	contin	contin	continue	Target #s
variety of	ues	ues	es	ues	ues	ues	ues	S	with country
women friendly	ues	ues	CS	ues	ues	ues	ues	5	
policies to	IN	IN	IN	IN	IN	IN	IN	IN	
attract and		IIN		IIN				11 N	
retain its									
female									
employees by									
Women									
friendly leave									
policy like									
Maternity									
leave (90 days									
not deducted									
from her leave									
account),									
Paternity leave									
(15 days) and									
special leave									
ondeath of her									
husband (28									
days									
nondeductible									
from earned									
leave) are									
specifically									
meant for only									
female									
employees									

5.4 VMPL is striving to make workplace conducive for	policies	formulate ient of ex	mplementa d and re isting polici	vision /	VMPL ens formulate of existin required)	Total target #s in the year			
women by formulating or implementing variety of women	Q1 Jan-	Q2 Apr	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
friendly policies to attract and retain its female	Policy continu es	Policy contin ues	Policy continue s	Policy contin ues	Policy continu es	Policy continu es	Policy continu es	Policy continue s	Quarterly Target #s with country
employees by Onsite childcare facility	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
5.5 VMPL is striving to make workplace	policies fo	ormulated ient of ex	ementation and revision sisting polici	on /		ensures formulate nent of ex		revision /	Total target #s in the year
conducive for women by	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
formulating or implementing variety of women friendly policies to attract and retain its female	Policy continu es IN	Policy contin ues IN	Policy continue s IN	Policy contin ues IN	Policy continu es IN	Policy continu es IN	Policy continu es IN	Policy continue s IN	Quarterly Target #s with country
employees by encouraging placement of female officer on key positions.									Achievement
5.6 VMPL offers equitablepay irrespectiveof	pay and a	llowances	es of VMPL § vis a vis the same scale.	-		sures there ation in re	-		Total target #s in the year
gender and promote	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
gender equality at all levels of workplace	Policy continu es	Policy contin ues	Policy continue s	Policy contin ues	Policy continu es	Policy continu es	Policy continu es	Policy continue s	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement