LIST OF ACTIVITIES(LOA) for NTPC Ltd.

Inclusive Work Environment:

• As a responsible corporate citizen, NTPC has institutionalized policies like Human Rights Policy and Equal Opportunity Policy.

Gender Equity:

• NTPC has taken various initiatives towards gender equity, work life balance and leadership development.

NTPC Ltd proposes the following activities to support the objectives of WePOWER

(a) Pillar 1: STEM Education

Activities		In	2023			In 2	2024		Note
1.1 Flagship programme (GEM – Girl			year 2023) e from 201			27		Total target #s in the year	
Empowerment Mission).	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					541	541	541	1084	Quarterly Target #s with country Achievement
1.2 Developing STEM			15	ı		1	5 *		Total target #s in the year
Labs in schools in project vicinities to	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
provide girl students an exposure to the field					3	3	3	6	Quarterly Target #s with country Achievement
1.3 Enablers like educational aids, uniforms, washrooms, sanitary pads	ii. Unifo	ational Aid rms - 901 rooms – 0	8		v. Educa vi. Unifor vii. Wa		8	<u> </u>	Total target #s in the year
dispensers provided to	iv. Sanit	ary Pads D	Dispensers -	- 09	viii. Sar	nitary Pac	ls Dispens	sers - 09	
schools for girl children to help them in	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
continuing their education		,			i. 1825 ii. 1804 iii. 2 iv. 2	i. 1825 ii. 1804 iii. 2 iv. 2	i. 1825 ii. 1804 iii. 2 iv. 2	i. 3651 ii. 3606 iii. 3 iv. 3	Quarterly Target #s with country
									Achievement

1.4. Conducting outreach programmes in nearby colleges where women					construct	ed and ha ies. 01 und	y NTPC. 8 no nded over to der construc nagar.	o district	Total target #s in the year
employees working in projects to interact with	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
girl children about the work in Energy Sector	3411	71,51	341	su. See Sun Apr Se				OCT	Quarterly Target #s with country
									Achievement
1.5. UTKARSH		139 (2020-2	1); 121 (2021-22)			1.	21		Total target #s in the year
Scholarship for girl	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
children excelling in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
studies					24	24	24	49	Quarterly Target #s with country
									Achievement

(b) Pillar 2: Recruitment

Activities		In	2023			In 2	024		Note
2.1. Providing female apprenticeship training in technical field for on-the-		ntices traii	entices - Ou ned in 2022 e female			28	30		Total target #s in the year
job experience.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
					56	56	56	112	Quarterly Target #s with country
									Achievement
2.2. Recruits female Engineering ETs at the			es - (ETs, Des hired in 2			10		Total target #s in the year	
entry level through GATE	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
					22	22	22	43	Quarterly Target #s with country
									Achievement

(c)Pillar 3: Development for Female professionals

Activities		Note							
3.1. Women Leaders						19 in 2	023-24		Total target #s in the year
Programme at NTPC to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
prepare women executives	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
to be future leaders of the organization					4	4	4	7	Quarterly Target #s with country
									Achievement
3.2. Inspiring journey of women leaders shared through live interactions (Eminent Speaker Series, Women Leadership Conclave)	since 2 Day. The womer defen circuits, who shall throu Conclav women while fer location	2020, ever e Conclave i icons fro ce forces, creative a re their jo gh interac e is physi executive nale empl is particip	cions of the ry year on Ve hosts nati m diverse fi academia, arts, corporurney and letive session cally attendes from NTP oyees (108 ate through YouTube Liveles of the control of the con	Vomen's onal-level ields like literary ates, etc. ife lessons as. The led by 77 C CC/EOC 1) from all webcast	For a	ll 1081 wo	men emplo	yees	Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly Target #s with country Achievement
3.3. Women posted at locations working in night	121 w		ployees wo hifts	rking in		12		Total target #s in the year	
shifts as well. (Equal	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
opportunity and NTPC	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
ensuring safety & security for all)					30	30	30	31	Quarterly Target #s with country
,									Achievement
3.4. Planned interventions at all levels for preparing			7, E5 – 60 .2, E8 – 72			,	E5 – 60 , E8 – 72		Total target #s in the year
women executives for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
future roles	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
					E0 – 6 E5 – 12	E0 – 6 E5 – 12	E0 – 6 E5 – 12	E0 – 9 E5 – 24	Quarterly Target #s with country
					E7 – 22	E7 – 23	E7 – 23	E7 – 44	
					E8 – 14	E8 – 15	E8 – 15	E8 - 28	

									Achievement
3.5. Young Leaders 10X		28 (20	16-2023)					Total target #s in the year	
Module launched by NTPC	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
to prepare women leaders	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
for tomorrow. (This is two- phased planned					1	1	1	1	Quarterly Target #s with country
intervention program for high potential executives. It has been designed covering various areas such as system thinking, design thinking, entrepreneurial skills, finance, strategy, long term planning, power sector regulation etc)									Achievement

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

Activities		II	n 2023			In	2024		Note
4.1. NTPC has given e-	All 777 v			NTPC have	System	has been	built for all	women	Total target #s in the year
office access to all women		the	access			exe			
executives	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
									Quarterly Target #s with country
									Achievement
4.2. NTPC has created a	Curre	ntly, there	e are 53 Lac	dies Club	Ladies C	lub has be	en formula	ted at all	Total target #s in the year
group of all women at all	opera	ational in	all NTPC To	wnships	locat	ions of NT	PC for all w	omen	
locations (including women					(e	mployees	or otherwis	e).	
employees posted at the	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
location) to look after	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
welfare					Implemented as a welfare measure by				Quarterly Target #s with
facilities - including						N	TPC		country
cultural, sports, and educational development									Achievement
of women & girl children in									
the township.									
4.3. Sanitary pads vending			32	L			Total target #s in the year		
machines installed at units	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
n ladies' washrooms in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
		,			7	7	7	11	Quarterly Target #s with country

units and girls' washrooms in schools									Achievement
4.4. Gender Sensitization training for all employees		tes of NTP	employees C including sidiaries	covered at JVs and	Mandat	tory every y	coverage	Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			2 3.1		20%	20%	20%	40%	Quarterly Target #s with country
									Achievement
4.5. Regular interactions with Internal Complaints			TPC includi re than 60	ng JVs and locations)		Mandator	y every yea	r	Total target #s in the year
Committee with external	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
subject matter experts	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
									Quarterly Target #s with country
									Achievement
4.6. Women's Day Celebration on March 8 th every year at all units.	an inte poste i	raction wi	rate women th women e nd a develo n is carried	pmental out	Implemer		ocations ev TPC	ery year by	Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
									Quarterly Target #s with country
									Achievement
4.7. NTPC provides 1 to 1 counselling facility called "SNEHAL" for women,	pool	of employe	omen out of ees and the re availed se	ir family	Implen	nented as a emotiona		Total target #s in the year	
where women can discuss	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
personal and professional	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
concerns.									Quarterly Target #s with country
									Achievement
4.8. Self Defence training		Cumulative	e from 2018	3 till 2023)			707		Total target #s in the year
provided to all women	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employees and girl	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
children under GEM					541	541	541	1084	Quarterly Target #s with country
									Achievement
	As	per statu	tory require	ement	As pe	er statuto	ement	Total target #s in the year	

Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
								Quarterly Target #s with
								country
								Achievement
	-							

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

Activities		Ir	2023			In 2	024		Note
5.1. NTPC has flexi hours policy for women	For all 1	181 wome	en employee	es of NTPC	Impleme	nted as a p women e	olicy measu mployees	ire for all	Total target #s in the year
employees wherein the women employees have	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
double the flexibility in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly Target #s with
terms of timings as men									country Achievement
5.2. NTPC has introduced	For all 1	181 wome	en employee	es of NTPC	Impleme		olicy measu	re for all	Total target #s in the year
quarterly casual leave						women e	mployees	•	
option for women	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employees to enable them	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
to manage work and personal obligations									Quarterly Target #s with country
effectively									Achievement
5.3 NPTC has Childcare	For all 1	181 wome	en employee	es of NTPC	Impleme	nted as a p	Total target #s in the year		
Leave Policy.		r	_			women e			
Women	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
employees are given leave	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
up to 2-year with pay.									Quarterly Target #s with country
									Achievement
5.4. NTPC executes	Materni	ty Leave	Policy with 2	26 weeks	Impleme	nted as a p	olicy measu	ire for all	Total target #s in the year
Maternity Leave Policy with	paid	leaves fo	r all 1181 w	omen		women e	mployees		
26 weeks paid leaves.		employe	ees of NTPC						
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
									Quarterly Target #s with country
									Achievement

5.5. NTPC provides Medical	Medical	oolicy which	ch covers d	ependents	Implemer	nted as a p	re for all	Total target #s in the year	
Policy which covers	for a	ll 1181 wo	omen emplo	oyees.		women e			
Dependents	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
for all	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
women employees.									Quarterly Target #s with
									country
									Achievement

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