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

Contact Information

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(a) Pillar 1: STEM Education

| Activities | | In | 2019 | | | | In 2020 | | Note |
|----------------------|----------|----------|-------------|------------|---------|----------------|-------------------|----------------|-----------------|
| Tata Power-DDL | TPDDL c | onnects | s with Gov | /ernment | TPDDL c | onnects | with Gover | rnment schools | Total target |
| conducts Outreach | schools | (Female | e) in North | n Delhi to | (Fema | conduct one | #s in the year | | |
| Programs in | cond | uct outr | each prog | grams, | outread | g 25 students. | ycui | | |
| schools and | covering | 80-100 |) students | per year. | | | | | |
| "Women | | | | | [Revis | ed the t | argets due t | to COVID-19] | |
| Polytechnics/ | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Aiming |
| Institutes" to | Jan- | Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | timeline |
| inspire Female | | | | 02 | | | | 01 program | Quarterly |
| students to apply | | | | progra | | | | with 25 | Target #s |
| for technical | | | | ms with | | | | female | with country |
| qualifications, | | | | 80-100 | | | | students. | country (|
| especially in | | | | female | | | | | |
| electrical field, by | | | | student | | | | IN | |
| making them | | | | S. | | | | | |
| aware about the | | | | | | | | | |
| immense | | | | IN | | | | | |
| opportunities | | | | 1 | | | 1 | | Achieveme |
| available in Power | | | | session | | | Program | | nt |
| / Energy sector, | | | | for 30 | | | with 225 | | |
| various reforms/ | | | | female | | | Girl | | |
| changes that have | | | | student | | | students | | |
| taken place over | | | | S | | | | | |
| past years, and | | | | Ū | | | IN | | |
| new opportunities/ | | | | IN | | | | | |
| innovations | | | | | | | | | |
| expected. | | | | | | | | | |
| Tata Power-DDL | Tata Pov | ver-DDI | assigns a | Mentors | | • | | • | Total target |
| provides a | | | le student | | | | | | #s in the |
| Mentoring of | | | l Institute | - | [Revis | ed the t | argets due t | to COVID-19] | year |
| Female Students | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Aiming |
| from ITI (Industrial | Jan- | Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | timeline |
| Training Institute) | | , | For 25 | | | , | | | Quarterly |
| for their grooming | | | female | | | | | | Target #s |
| & professional | | | studen | | | | | | with country |
| development. | | | ts. | | | | | | |

| | IN | | | | | |
|--|----|---|--|-----------------------------------|---------------------------|-----------------|
| | | Ongoin g for 25 ITI female student s IN | | ave been al students fro IN | lotted for 300 om ITIs | Achieveme nt |

(b) Pillar 2: Recruitment

| Activities | | | n 2019 |) | | | n 2020 | | Note | |
|---|---|------------------------------------|------------|---|---|--|-----------------------------------|---------------------------------------|---|--|
| Tata Power-DDL provides Internship Opportunities to Women students | inter | Power-Dl rns specia nship op | al proje | ifies "Summer ct" to provide :ies to Female | | Internship program for women students [Revised the targets due to COVID-19] | | | | |
| under the "Stipend Policy". Selected | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline | |
| 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. | | | | | Selec tion of Inter ns (5- 10) – Tech nical doma in. | | | | Quarterly Target #s with country | |
| | | | | | 0 | 26 Fema | le students | | Achieveme nt | |
| Tata Power-DDL provides recruitment | Tata Power-DDL provides recruitment opportunity to Employee spouses on merit. | | | | | uitment uses on | Total target #s in the year | | | |
| opportunity to Employee spouses | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline | |
| on merit based on the available vacancies. | | | | 2-3 employees IN | | | | 2-4 Female candidat es IN | Quarterly Target #s with country | |
| | | | | 1 Female candidate | | | | 5 Female employe | Achieveme nt | |

| selected and joined | es selected |
|------------------------|--------------------|
| IN | (Under process) |
| | IN |

(c) Pillar 3: Development for Female professionals

| Activities | | In | 2019 | | | In | 2020 | | Note |
|--|--------|-------------|-----------|-----------------|----------|-------------------|-------------------|-------------------|---------------------------|
| Tata Power-DDL | | | - | Mentors at | | | | | Total target #s in the |
| assigns Mentors at | Senior | level to 16 | 0 Female | e employees. | | | #s in the year | | |
| Senior level | | 1 | | I | _ | _ | ets due to C | _ | |
| (Chiefs/ Heads / | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Aiming timeline |
| HoDs) to Women | Jan- | Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | |
| employees at the designation of Sr. | | | | 140 | | | | | Quarterly Target #s |
| Executives to AGM, | | | | Female | | | | | with |
| to guide them in | | | | employees as | | | | | country |
| their professional | | | | as mentees. | | | | | |
| development. | | | | mentees. | | | | | |
| (including New | | | | IN | | | | | |
| employees who join at | | | | 100% | | | | | Achieveme |
| these positions.) | | | | Senior | | | | | nt |
| | | | | Positions | | | | | |
| | | | | (47) were | | | | | |
| | | | | allotted as | | | | | |
| | | | | mentors | | | | | |
| | | | | for 160 | | | | | |
| | | | | Women | | | | | |
| | | | | employee | | | | | |
| | | | | (mentees) | | | | | |
| | | | | IN | | | | | |
| Tata Power-DDL | Tata | Power-DD | L conduc | | Tata Pow | Total target | | | |
| conducts WILL | cove | r 50-60 wc | men em | ployees in | to cove | #s in the year | | | |
| (Women in | | Execut | ive cadre | 2. | | yeur | | | |
| Leadership League) | | | | | | | | | |
| program as | | 1 | | I | | | ets due to C | | |
| Women oriented | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Aiming timeline |
| specific | Jan- | Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | |
| development for | | 30 | 30 | | | Virtu | | Virtual | Quarterly Target #s |
| Female employees | | Female | Fema | | | al | | progra | with |
| in technical roles/ Leadership roles. | | employ | le | | | progr | | ms | country |
| Leadership roles. | | ees | empl | | | ams | | coverin | |
| | | IN | oyees | | | cover ing | | g 50-70 female | |
| | | IIN | IN | | | 50-70 | | employ | |
| | | | | | | femal | | ees | |
| | | | | | | e | | | |
| | I | 1 | L | 1 | I | 1 | | ı | 1 |

| | | I | | 1 | | | | | |
|----------------------|------|-------------------|-----------|--------------|----------|-----------|--------------|------------|---------------------------|
| | | | | | | empl | | IN | |
| | | | | | | oyees | | | |
| | | | | | | | | | |
| | | | | | | IN | | | |
| | | 25 | 28 | | 2 | 1 | 2 | | Achieveme |
| | | Female | Fema | | progra | exter | program | | nt |
| | | employ | le | | ms for | nal | s for 100 | | |
| | | | | | 63 | | female | | |
| | | ees | empl | | | Leade | | | |
| | | | oyees | | women | rship | employe | | |
| | | IN | | | employ | progr | es | | |
| | | | IN | | ees | am | | | |
| | | | | | | for 2 | IN | | |
| | | | | | ("Wome | Fema | | | |
| | | | | | n in | le | | | |
| | | | | | Leadersh | Empl | | | |
| | | | | | ip | oyees | | | |
| | | | | | League") | Oyees | | | |
| | | | | | | IN | | | |
| | | | | | IN | | | | T 1 1 1 1 |
| Tata Power-DDL | | | | Self Defense | | | OL conducts | | Total target #s in the |
| conducts Self | prog | grams targe | eting 60- | 70 female | Defens | se progra | ms targeting | g 60-70 | year |
| Defense programs/ | | emp | loyees. | | female e | employee | s per each. | (total for |) = 0.1 |
| Workshops for | | | | | 2 | | | | |
| Women employees | | | | | | | | | |
| to make them self- | | | | | [Revised | the targe | ets due to C | OVID-19] | |
| reliant and safe. | Q1 | Q2 | Q3 | Q4 | Q1 | Aiming | | | |
| | Jan- | | Jul- | Oct- | Jan- | Q2 | Q3 Jul- | Q4 Oct- | timeline |
| | Jun- | <i>Apr-</i> 01 | Jui- | 001- | | Apr- | 01 | | Quarterly |
| | | | | | 01 | | | 01 | Target #s |
| | | worksh | | | worksh | | worksho | worksh | with |
| | | op with | | | op with | | р | ор | country |
| | | 60-70 | | | 60-70 | | covering | coverin | |
| | | female | | | female | | 60-70 | g 60-70 | |
| | | employ | | | employ | | female | Female | |
| | | ees | | | ees | | employe | employ | |
| | | | | | | | es | ees | |
| | | IN | | | IN | | | | |
| | | | | | | | IN | IN | |
| | | 01 | | | | | 1 | | Achieveme |
| | | worksh | | | | | worksho | | nt |
| | | op with | | | | | p with | | |
| | | | | | | | | | |
| | | 60-70 | | | | | 111 | | |
| | | female | | | | | Female | | |
| | | employ | | | | | employe | | |
| | | ees | | | | | es with | | |
| | | | | | | | Family | | |
| | | IN | | | | | | | |
| | | | | | | | (Virtual | | |
| | | | | | | | Self | | |
| | | | | | | | Defense | | |
| | | | | | | | Program) | | |
| | | | | | | | | | |

| | | | | | | | IN | | |
|---------------------|---------|-------------|-------------|------------|--------------------------------------|----------|--------------|----------|--------------------|
| Tata Power-DDL | Tat | a Power-D | DL organ | izes CEO | Tata | s CEO | Total target | | |
| organizes an | Dialogu | ue for 60-7 | 0 female | employees: | Dialogue for 60-70 female employees: | | | | #s in the year |
| exclusive CEO | | Manage | er & abov | ve. | | Manage | er & above. | | year |
| Dialogue to inspire | | | | | | | | | |
| female employees | | | | | [Revised | the targ | ets due to C | OVID-19] | |
| to take up | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Aiming timeline |
| challenging roles. | Jan- | Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | |
| Also provides a | | | 1 | | | | | 1 | Quarterly |
| platform to them | | | sessio | | | | | session | Target #s with |
| to share their | | | n | | | | | with | country |
| concerns, if any. | | | with | | | | | CEO | |
| | | | CEO | | | | | | |
| | | | | | | | | IN | |
| | | | IN | | | | | | : |
| | | | 1 | | | | | Under | Achieveme nt |
| | | | sessio | | | | | process | |
| | | | n | | | | | | |
| | | | with | | | | | IN | |
| | | | 51 famal | | | | | | |
| | | | femal | | | | | | |
| | | | e | | | | | | |
| | | | empl | | | | | | |
| | | | oyees | | | | | | |
| | | | IN | | | | | | |

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

None.

(e) Pillar 5: Policy and Institutional Change

| Activities | | In | 2019 | | | In 2 | 2020 | | Note |
|--|-----------------------------|-----------------------------|--------------------------------------|----------------------------|---|------------------------------|-----------------------------|------------------------------|---|
| Tata Power-DDL provides the Extended maternity leave to provide support to women employees during Maternity. | Extende emplo | yees who l | ty leave to have proce ernity. | all female eeded on | Tata Power-DDL provides the Extended maternity leave to all female employees who have proceeded on maternity. The numbers depend on the Women who proceed on maternity. Expecting 10-12 women take it annually. | | | | Total target #s in the year |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | Contin ue the policy. | Contin ue the policy. | Contin ue the policy. | Continue the policy. | Contin ue the policy. | Continu e the policy. | Continu e the policy. | Continu e the policy. | Quarterly Target #s with country |
| | Have alread y been | Contin ue the policy. | Contin ue the policy. | Continue the policy. | Contin ued | Continu ed the policy. | Continu | Continu ed the policy. | Achieveme nt |

| | imple mente | | | | the policy. | | ed the policy. | | |
|--|--|---------------------------------|--|------------------------------|--|------------------------------|------------------------------|------------------------------|---|
| Tata Power-DDL provides the option of flexible timing to all female employees who join after maternity in order to help them comfortably settle & maintain | fle | xible timin | rovides the Ing for all fe Ifter mater | | Tata Power-DDL provides the option of flexible timing for all female employees after maternity. The numbers depend on the Women who proceed on maternity & join back during the year. Expecting 7-8 women take it annually. | | | | Total target #s in the year |
| | Q1 Jan- Contin | Q2 Apr- Contin | Q3 Jul- Contin | Q4 Oct- Continue | Q1 Jan- Contin | Q2 Apr- Continu | Q3 Jul- Continu | Q4 Oct- Continu | Aiming timeline Quarterly |
| the balance between home & work. | ue the policy. | ue the policy. | ue the policy. | the policy. | ue the policy. | e the policy. | e the policy. | e the policy. | Target #s with country |
| | Have alread y been imple mente d. | Contin ued the policy. | Contin ued the policy. | Continue d the policy. | Contin ued the policy. | Continu ed the policy. | Continu ed the policy. | Continu ed the policy. | Achieveme nt |
| Tata Power-DDL provides the option for "Break in service" for female employees who proceed on | for " | Break in se | provides tl ervice" for ifter mater | female | Tata Power-DDL provides the option for "Break in service" for female employees after maternity. Numbers depend on women employees who opt for Break in service | | | | Total target #s in the year |
| maternity, to | Q1 | Q2 | Q3 | Q4 | Ехре <i>Q1</i> | ecting 2-4 wor Q2 | nen take it anr Q3 | nually. Q4 | Aiming |
| support them in | Jan- | Q2 Apr- | Jul- | Oct- | Jan- | Apr- | Jul- | Oct- | timeline |
| childcare during initial years. | Contin ue the policy. | Contin ue the policy. | Contin ue the policy. | Continue the policy. | Contin ue the policy. | Continu e the policy. | Continu e the policy. | Continu e the policy. | Quarterly Target #s with country |
| | Have alread y been imple mente d. | Contin ued the policy. | Contin ued the policy. | Continue d the policy. | Contin ued the policy. | Continu ed the policy | Continu ed the policy | Continu ed the policy | Achieveme nt |