



GUJARAT URJA VIKAS NIGAM LIMITED



Jai Prakash Shivahare, IAS

MD GUVNL/ Women Empowerment Policy

Managing Director

January 4, 2025

Dear Team,

I am delighted to announce that the GUVNL Board has approved our new Women Empowerment Policy: **"अभ्युदया - Celebrating Women's Ascent."** This policy is the result of our extensive interactions with women employees, discussions during the Chintan Shibirs of our companies, and ongoing engagement with our women workforce. It reaffirms our unwavering commitment to gender equality and the empowerment of women within GUVNL and its subsidiary companies.

At GUVNL, we uphold the values of professionalism, respect, and equal opportunities for all employees. This policy reflects our dedication to promoting gender integration, advancing gender mainstreaming, and addressing gender disparities. Through this initiative, we aim to create a workplace that fosters inclusivity, provides equal opportunities, and empowers every woman to thrive as a leader, collaborator, and change-maker.

The policy lays the foundation for a supportive and equitable environment, free from biases, stereotypes, and discrimination. It emphasizes key areas such as skill development, leadership representation, work-life balance, safety, and recognition of women's contributions. Through targeted initiatives like mentorship programs, flexible work arrangements, and leadership development opportunities, we aim to create a robust ecosystem where women can excel, realize their full potential, and advance their careers—contributing to organizational growth, nation-building, and personal well-being.

The attached policy outlines several key initiatives, including leadership development programs, safety and wellness measures, and a dedicated support portal for women employees. We also emphasize the importance of ongoing engagement and feedback to ensure continuous improvement.

We remain committed to maintaining a safe, harassment-free workplace that upholds the dignity and respect of our female colleagues. Any actions violating the principles of respect, inclusivity, and equality will be dealt with strictly.

Let us all take collective responsibility for fostering an organizational culture where everyone, regardless of gender, feels empowered, valued, and respected. Together, we can create an environment that celebrates women's empowerment and harnesses their potential for the betterment of our organization, society, and nation.

We look forward to making GUVNL and its group companies role models for equality and inclusivity, setting a benchmark for other organizations to follow.

Best Wishes,



Jai Prakash Shivahare

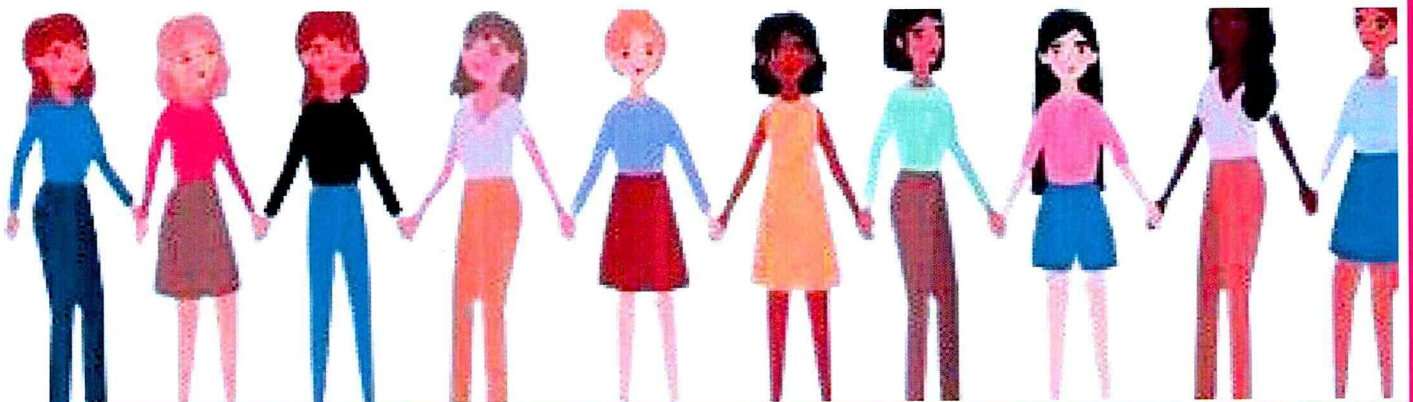


“अभ्युदया”

Celebrating Women's Ascent

Women Empowerment Policy

GUVNL



Women Empowerment Policy

"अभ्युदय"



1. PREAMBLE:

Gujarat Urja Vikas Nigam Limited (GUVNL) believes that empowering women fosters innovation, strengthens organizational resilience, and drives societal progress. This policy reflects our commitment to cultivating a workplace where women thrive as leaders, collaborators, and change makers. By prioritizing equity, safety, and professional growth, GUVNL reaffirms its dedication to building a progressive and inclusive environment.

2. NAME:

"अभ्युदय" (Abhyudaya): Celebrating and Honoring the Ascent of Women

3. OBJECTIVE:

To create a supportive, equitable, and inclusive workplace that fosters women's growth and recognize their contributions, GUVNL is committed to:

- ★ **Fostering Inclusivity:** Cultivating an environment of equality, where women have access to opportunities across all roles and levels without discrimination.
- ★ **Enhancing Skill Development:** Empowering women through tailored training programs, workshops, and mentorship to strengthen their professional competencies.
- ★ **Encouraging Leadership Representation:** Promoting women's participation in decision-making and leadership roles within GUVNL and its Subsidiaries.
- ★ **Ensuring Safety, Well-being, and Work-Life Balance:** Creating a safe, harassment-free, and supportive workplace that enables women to harmonize personal and professional commitments.
- ★ **Recognizing Contributions:** Acknowledging and celebrating the achievements of women, inspiring others, and driving organizational excellence.

4. SCOPE:

This policy applies to all regular women employees, including Vidyut Sahayaks, across GUVNL and its Subsidiaries.

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5. POLICY FRAMEWORK:

❖ 5.1 Equal Opportunities

GUVNL is committed to fostering a workplace that upholds fairness and inclusivity, ensuring women have equal access to opportunities and resources. By addressing systemic barriers and championing equity, GUVNL strives to create an environment where women can thrive professionally.

- ★ **Fair Recruitment and Promotions:** Implement transparent, standardized processes across all levels of hiring and promotions to eliminate bias and ensure equality.
- ★ **Reservation for Women:** Reserve seats for women in recruitment in line with Government Rules and Regulation, actively enhancing their representation across various roles and levels within the organization.
- ★ **Leadership Representation:** Set clear targets to increase women's participation in decision-making roles, ensuring greater representation in executive and managerial positions.
- ★ **Challenging Assignments:** Provide women employees with opportunities to participate in critical projects, enabling equal access to career advancement pathways and key assignments.
- ★ **Gender Neutrality:** Promote gender-neutral language and practices in all written communications, guidelines, and standard operating procedures to reflect inclusivity.

❖ 5.2 Career Growth & Leadership Development

GUVNL believes that empowering women with opportunities for professional growth and leadership is essential for their success and the organization's progress. By fostering a culture of learning, mentorship, and recognition, we aim to support women in achieving their full potential. To achieve this, GUVNL will:

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- ★ **Mentorship Programs:** Facilitate structured mentorship programs to connect women employees with experienced mentors, guiding them toward leadership roles and helping them navigate their professional journeys.
- ★ **Leadership Workshops:** Conduct focused training sessions designed to develop decision-making, managerial, and strategic thinking skills, equipping women for higher responsibilities.
- ★ **Celebrating Achievements:** Highlight and share the success stories of women employees to inspire others, promote a culture of excellence, and encourage broader participation in leadership.
- ★ **Recognition Programs:** Establish the quarterly "Nari Shakti Award" to celebrate exceptional achievements by women employees, recognizing their innovation, outstanding performance, and leadership contributions.
- ★ **Global Programs:** Offer International exposure opportunities for women employees.

❖ 5.3 Work-Life Balance & Family-Friendly Policies

At GUVNL, we recognize that achieving a harmonious balance between personal and professional responsibilities is crucial for the well-being and success of our employees. By addressing the diverse needs of women and creating a supportive environment, we aim to empower them to thrive both at work and in their personal lives. To this end, GUVNL is committed to:

- ★ **Flexible Work Arrangements:** Offering adaptable schedules and remote work options to accommodate varying responsibilities and promote work-life harmony.
- ★ **Childcare Support:** Ensuring ergonomic facilities for expectant mothers and fostering partnerships with day-care facilities to alleviate stress for working mothers.

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Women Empowerment Policy "अभ्युदय"



- ★ **Women-specific Recreation and Engagement initiatives:** Organize recreational activities such as team picnics, wellness retreats, and cultural programs for women employees.
- ★ Encourage participation in sports through dedicated events, fitness programs, and inter-departmental competitions tailored for women.
- ★ Promote hobby clubs, team-building exercises, and social gatherings to foster camaraderie and collaboration among women employees.

❖ 5.4 Safety, Health & Well-being

GUVNL is dedicated to ensuring a safe, supportive, and healthy workplace that upholds the dignity and well-being of its women employees. To achieve this, GUVNL will:

- ★ **Harassment-Free Environment:** Strictly enforce anti-harassment policies in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Establish a robust Internal Complaints Committee (ICC) and conduct regular awareness programs to ensure all employees are informed and supported.
- ★ **Safety Measures:** Perform periodic safety audits and provide secure transport arrangements for employees working in night shifts or undertaking field assignments.
- ★ **Health and Wellness Initiatives:** Organize quarterly health camps, provide access to professional counselling services, and offer stress management programs to support physical and mental well-being.
- ★ **Hygienic and Accessible Facilities:** Ensure the availability of gender-friendly amenities, including clean, well-maintained, and fully equipped restrooms at all Administrative and field offices across GUVNL and its Subsidiaries. These facilities will be designed to prioritize comfort and privacy for women employees.

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- ☆ Furnish the office with ergonomically designed chairs, adjustable desks, and footrests to ensure comfort for women, especially during pregnancy or other health conditions.
- ☆ Provide clear and **gender-specific signage** for facilities like restrooms, washrooms, or wellness areas to ensure accessibility and ease of use.
- ☆ Ensure **Well-lit corridors, staircases, and parking lots** to enhance safety and comfort for women employees.
- ☆ Implement regular **deep cleaning protocols** for all female washrooms, restrooms prioritizing cleanliness and comfort.
- ☆ Design office spaces to include elevators, ramps, and seating areas to cater to the needs of pregnant female employees or those with limited mobility.

❖ 5.5 Dedicated Women's Support Portal

GUVNL is committed to creating a comprehensive support system for women employees by establishing a dedicated portal to address their concerns, foster growth, and encourage community building. Key features of the portal include:

- ★ **Grievance Mechanism:** A secure and confidential platform for female employees to report workplace concerns, track the status of their complaints, and ensure timely resolution.
- ★ **Resource Centre:** An extensive repository of resources on career advancement, health and wellness, work-life balance strategies, and professional development opportunities.
- ★ **Community Forums:** Interactive spaces designed to promote peer engagement, enabling women employees to share experiences, exchange advice, and build supportive networks.

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❖ 5.6 Awareness & Engagement

GUVNL recognizes the importance of fostering an inclusive culture where every employee is empowered to contribute meaningfully. Through continuous education and active participation, GUVNL will:

- ★ **Promote Gender Sensitivity:** Conduct comprehensive training programs to help employees recognize and overcome unconscious biases, fostering an environment of mutual respect and inclusion.
- ★ **Enhance Policy Awareness:** Utilize workshops, digital communication, and visual campaigns to ensure employees are well-informed about the policy, its objectives, and the resources available to them.
- ★ **Encourage Active Participation:** Organize interactive sessions, forums, and empowerment initiatives to engage employees in meaningful discussions and collective actions promoting inclusivity and equity.

6. IMPLEMENTATION, MONITORING, AND ACCOUNTABILITY FOR WOMEN'S POLICY:

To ensure the success of the Women's Policy, GUVNL will implement a comprehensive and structured approach that includes clear roles, continuous monitoring, and transparent reporting.

❖ 6.1 Nodal Agency and Oversight:

The HR department will serve as the designated nodal agency responsible for the execution and monitoring of the policy. This department will oversee the implementation of all initiatives, ensuring their effectiveness. It will conduct regular assessments to track progress and identify areas of improvement, ensuring the policy's objectives are consistently met.

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❖ 6.2 Task Force and Reporting Framework:

A dedicated task force will be established to manage the policy's execution and resolve any concerns raised by employees. This team will report on the policy's progress and will be responsible for compiling an annual report. The report will include an analysis of key diversity metrics, such as hiring, promotions, and retention of women employees, providing insights into the representation and advancement of women at all levels within the organization.

❖ 6.3 Policy Outcomes and Impact Analysis:

The annual report will also highlight the outcomes of empowerment initiatives and the resolution of grievances. It will assess the effectiveness of programs designed to support women employees and promote gender equality. An impact analysis will be conducted to evaluate how the policy has influenced workplace diversity and contributed to a more inclusive work culture. This analysis will focus on the policy's role in supporting women's professional growth and overall well-being.

❖ 6.4 Feedback and Continuous Improvement:

To ensure the policy remains responsive to the needs of women employees, an anonymous feedback mechanism will be set up. Women employees will be encouraged to share their insights through surveys, and their suggestions will be reviewed and incorporated into the periodic revision of the policy, ensuring continuous improvement.

❖ 6.5 Women's Empowerment Committee:

To enhance the implementation of the Women Empowerment Policy, GUVNL will establish a Women's Empowerment Committee comprising women employees. The committee will monitor policy initiatives, engage directly with Managing Directors through monthly meetings, and serve as a platform for feedback, innovation, and continuous improvement. Acting as a bridge between women employees and leadership, it will ensure their voices are heard and their contributions shape organizational policies and practices.

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7. CONCLUSION:

At GUVNL, we recognize that the essence of a woman is one of divinity, strength, and inspiration. By empowering women, we not only uplift individuals but also strengthen the very foundation of our organization. This commitment to gender equality and empowerment ensures a future of progress, inclusion, and excellence, where every woman is empowered to achieve her fullest potential, driving the growth and success of GUVNL and contributing to a brighter, more equitable tomorrow.

"नारीत्वंदेवित्वं, शक्तित्वंनारीकास्वरूपं।
उत्साहंप्रेरणां, नारीजीवनस्यआधारं।"

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