

HUMAN CAPITAL

Skilled Workforce Drives Innovation



± 800 kV Pugalur HVDC Station

9,048

Skilled Professionals of
POWERGRID

100%

Return to work rates
(After parental leave)

550+

Trainings & Development
Programs conducted
in FY25

4,46,612

Hours of Training completed by
our employees

1,185

New hires in FY25

Performance of Human Capital indicators during FY 25

Our global leadership in power transmission is propelled by our skilled workforce, considered the company's most valuable asset. We foster a workplace culture of trust, efficiency, and purpose, focusing on employee well-being, engagement, and empowerment. To meet evolving industry demands, we invest in capacity building by attracting top talent and equipping its 9,048 skilled professionals to excel. Through strategic HR processes, the company promotes continuous learning, innovation and collaboration. By investing in training, we enhance technical, safety, and leadership skills, while also committing to diversity and inclusion for a supportive and equitable workplace.

Focus Areas: Human Rights, Diversity, Equity and Inclusion, Talent Attraction and Retention, Employee Well-being, Health and Safety and Training and Career development.

POWERGRID'S HUMAN RIGHTS COMMITMENT

The company's success in advancing India's power infrastructure is rooted in its respect for individual dignity and potential, considering the protection of human rights as integral to business success. The company is dedicated to conducting business responsibly and has pledged to protect the human rights and interests of all vulnerable groups.

Our comprehensive Human Rights Policy institutionalizes POWERGRID's dedication to upholding human rights across all regions of operation. We are committed to continuous education on human rights for employees and contractors, fostering a workplace that promotes industrial harmony and growth.

POWERGRID maintains a strict zero-tolerance policy against harassment and discrimination in compensation, recruitment, and career advancement, ensuring fairness irrespective of

gender, caste, creed, or religion. Regular Human Rights Awareness Sessions for employees and contractors reinforce sensitivity and awareness. We uphold principles of freedom of opinion, expression, and association, empowering employees to form and join unions freely.

POWERGRID demonstrates a strong commitment to human rights evidenced by its SA8000 certification and alignment to International Labour Organization (ILO) standards. We comply with core labour standards, including rights to freedom of association and collective bargaining (ILO Conventions 87 & 98) and prohibiting discrimination (ILO Conventions 100 & 111). Forced labour (ILO Conventions 29 & 105) and child labour (ILO Conventions 138 & 182) are strictly forbidden. Occupational Safety and Health (OSH) is prioritized through rigorous protocols and a safety-focused culture (ILO Conventions 155 & 187).

To proactively manage human rights, POWERGRID conducts comprehensive assessments to identify and mitigate potential issues, embedding these considerations into its decision-making processes.

HUMAN RIGHTS ASSESSMENTS



POWERGRID conducts thorough assessments to identify and address potential human rights issues within its operations, as well as through third party assessors (SA8000). These evaluations are fundamental to our commitment to responsible business conduct, ensuring that human rights are integral to our decision-making processes.

EMPLOYEE GRIEVANCE MECHANISM

POWERGRID is committed to fostering a supportive work environment through its structured Grievance Redressal Policy, "समाधान". This policy aims to address employee concerns promptly and fairly, reinforcing the company's dedication to workplace harmony and satisfaction. To ensure inclusivity, POWERGRID has established a Reservation Cell at corporate and regional levels, safeguarding the rights of SC, ST, OBC, and PwD employees. Nominated liaison officers supervise the cell, resolving discrimination complaints by conducting regular meetings with representatives from the said communities to address issues proactively.

In compliance with the Sexual Harassment of Women at Workplace Act, 2013, POWERGRID has Internal Complaints Committees (ICC) at corporate and regional levels, addressing sexual harassment complaints and ensuring a safe workplace. POWERGRID upholds human rights through robust internal mechanisms addressing employee concerns. The Vigilance and HR Departments manage breaches of conduct, demonstrating POWERGRID's commitment to integrity.

Nodal Officers under the Whistle Blower & Fraud Prevention Policy address complaints from employees, vendors, contractors, and other business entities. Through these measures, POWERGRID fosters a workplace culture rooted in human rights, transparency, and ethical conduct.

COLLECTIVE BARGAINING AND CONSULTATIVE FORUMS AT POWERGRID

POWERGRID upholds the principles of collective bargaining as a cornerstone of its industrial relations framework, engaging actively with workmen representatives and employee associations to establish mutually agreeable employment terms. This commitment is reinforced through consultative forums that facilitate ongoing dialogue and collaboration between management and workmen.

At the national level, the POWERGRID National Bipartite Committee (PNBC) serves as the apex consultative forum, enabling discussions and negotiations on company-wide matters. At the regional level, POWERGRID Regional Bipartite Committees (PRBCs) provide localized platforms to address region-specific issues and foster communication. Substation Level Committees operate at the grassroots level, allowing direct engagement and resolution of operational concerns. Through these multi-tiered mechanisms, POWERGRID ensures comprehensive engagement with its workforce, promoting transparency, building trust, and fostering a shared understanding. The outcomes of collective bargaining at the PNBC and PRBC levels are formalized into agreements that shape employment practices and contribute to a harmonious work environment.

These consultative forums, alongside formal collective bargaining processes, underscore POWERGRID's commitment to open communication, employee involvement, and the cultivation of positive industrial relations across all organizational levels.



DIVERSITY, EQUITY AND INCLUSION

POWERGRID is dedicated to cultivating a diverse and inclusive workplace that embraces a multitude of perspectives to drive innovation and amplify voices from all walks of life. Our mission centres on creating a culture where every team member feels valued, respected, and empowered to excel. We prioritize equity and inclusivity across all employment facets, including recruitment, compensation, performance evaluations, career advancement, and skills enhancement.

At POWERGRID, we uphold a zero-tolerance policy against discrimination of any kind, whether based on gender, age, religion, caste, ethnicity, or physical abilities. Our recruitment strategies are designed to provide equal opportunities to individuals from diverse backgrounds. We ensure transparency and fairness in our hiring processes through open advertisements and collaborations with employment exchanges. As a Central Public Sector Enterprise, with 51.34% ownership by the Government of India, POWERGRID employs Indian nationals. We have workforce representing 27 states and 7 union territories. This geographic diversity enriches our workforce and aligns with our commitment to inclusivity. Moreover, we extend hiring concessions to marginalized groups, including Scheduled Castes (SCs), Scheduled Tribes (STs), Other Backward Classes (OBCs), Persons with Benchmark Disabilities (PwBD), Economically Weaker Sections (EWS), and ex-servicemen, further reinforcing our dedication to diversity.

ADVANCING GENDER DIVERSITY

POWERGRID implements targeted strategies to enhance women's representation within our workforce:

- » **Inclusive Hiring Practices:** We include female representation on selection panels to eliminate biases during the selection process.
- » **Equal Pay and Opportunity:** All employees receive fair remuneration and job assignments without gender discrimination, maintaining a 1:1 pay ratio between women and men.
- » **Supportive Policies:** Going beyond compliances, POWERGRID demonstrates its commitment to employee well-being through progressive leave policies. This includes an extended Maternity Leave of 26 weeks for both commissioning and adopting mothers (for adopting children under three months old), as well as 12 weeks for those

adopting children up to one year old. Recognizing the importance of work-life balance, the company also provides a Sabbatical Leave option for employees to address familial responsibilities or pursue personal and professional growth. The comprehensive Child Care Leave policy for women employees and single male parents offers up to two years of paid leave throughout an employee's service to care for children up to the age of 18, and with no age limit for children with benchmark disabilities.

- » **Zero Tolerance for Harassment:** Our Prevention of Sexual Harassment Policy establishes Internal Complaints Committees, led by a female executives, to address complaints effectively.
- » **Educational Initiatives:** We organize seminars and training sessions to inform women of their rights and empower them within the workplace.
- » **Wellness Programs:** Psychological assessments form the part of preventive health checkups. Data from these guide the future wellness programs.
- » **Supportive Measures:** Female employees and single male parents are exempt from difficult postings. Transportation facilities through company vehicles are provided to ensure the safety of women on official tours.

EMPOWERING WOMEN

POWERGRID actively encourages women to take on leadership roles through initiatives such as:

- » **Recognition Programs:** The 'Women Achiever of the Year' award celebrates the outstanding contributions of our female employees.
- » **Leadership Opportunities:** Initiatives like Pink Sub-stations, operated and headed by women executives, provide leadership experience.
- » **Involvement of women employees in Right of Way work,** which provides significant ground-level exposure and has proven effective in resolution of issues.

As POWERGRID recruits through open competition basis, and without any preference or discrimination on gender basis, with the increasing number of women pursuing STEM courses in India, the participation of women in our workforce is poised to increase gradually.

Inclusivity for Persons with Benchmark Disabilities (PwBD)

POWERGRID is dedicated to creating an inclusive environment where Persons with Benchmark Disabilities (PwBD) have equal opportunities for growth and development, empowering them to reach their full potential. Through various initiatives

focused on rehabilitation and enabling environments, POWERGRID ensures that PwBD individuals can access opportunities, have their rights protected, and participate fully in society as independent and productive members.

To support this commitment, POWERGRID has implemented an Equal Opportunity Policy (https://www.powergrid.in/sites/default/files/inline-files/16_Equal_Opportunity_Policy_1.pdf), offering numerous benefits for PwBD candidates and employees. These include reservations in direct recruitment and promotions, identification of suitable positions, relaxation of qualifying marks, provision of scribes and compensatory time during exams, upper age relaxation, as well as reimbursement of fees and travel expenses. Additionally, aids and assistive devices, special furniture, wheelchairs, and accessibility enhancements under the Accessible India campaign are provided. The policy also offers special casual leave of four days, with up to ten additional days for attending conferences, seminars, workshops, and development programs related to disability. Preferential treatment is granted to PwBD employees in transfers and postings, and employees who are caregivers of differently abled individuals receive preferential transfers to help maintain a social support system. Further, preferences are given in residential quarters, and designated Liaison Officers address the needs of PwBD individuals. A Grievance Redressal Mechanism is also in place to ensure that complaints and grievances of PwBD employees are promptly and effectively addressed.

TALENT ATTRACTION AND RETENTION

Recognizing the dynamic nature of our industry and the ever-evolving skill requirements, POWERGRID is committed to ensuring our employees remain at the forefront of innovation and expertise. Our strategic focus on skill development involves attracting top talent with compelling employee value propositions and providing the necessary resources and support to help them not only adapt but thrive amidst changing circumstances. By embracing a comprehensive approach to enhancing human capital, we address various facets of talent management concurrently, ensuring our workforce remains flexible, resilient, and well-equipped to meet future challenges.

NEW EMPLOYEE INTEGRATION

In the fiscal year 2024-25, POWERGRID showcased its strong hiring capability by welcoming 1,185 new permanent employees (1096 males & 89 females), into its workforce. Our balanced strategy of external

recruitment combined with internal mobility ensures a dynamic and skilled workforce, poised to drive the company's continued success in the power transmission sector.

PERFORMANCE MANAGEMENT FRAMEWORK

POWERGRID employs a comprehensive performance management system focusing on goal setting, performance planning, continuous feedback, transparent evaluations, and development. This system ensures a balanced evaluation of employee contributions, recognizing both individual achievements and collaborative efforts vital to the power transmission sector.

Our system includes individual, team, and company performance assessments, ensuring evaluations reflect contributions at all levels. Individual assessments target specific goals aligned with organizational objectives, competencies, and development areas, promoting growth and accountability. Performance assessments form the basis for performance-related pay (PRP) and career advancement. By aligning goals with organizational objectives, POWERGRID ensures that performance management aids personal development and strategic business success. While detailed aspects of our appraisal process are kept internal to encourage open feedback and maintain integrity, POWERGRID's commitment to a performance-driven culture is evident through broader HR practices and development initiatives, motivating employees to achieve their best.

FOSTERING EMPLOYEE WELL-BEING

At POWERGRID, our unwavering commitment to employee welfare is deeply embedded in our organizational culture. We are dedicated to enhancing the physical, mental, financial, and social well-being of our workforce, consistently focusing on diverse aspects of employee wellness to cultivate a harmonious workplace environment.

ENHANCING EMPLOYEE SATISFACTION

Employee satisfaction surveys are essential tools for understanding and addressing workforce concerns, leading to improved retention, productivity, and overall business performance. By actively seeking

employee feedback, POWERGRID aims to boost engagement, foster a positive work culture, and strengthen its employer brand.

ECONOMIC WELL-BEING

POWERGRID offers a comprehensive benefits package to employees and retirees, ensuring fair wages and superannuation benefits. Details on median remuneration are disclosed in the BRSR. Key support programs include the Group Insurance Scheme, Death Relief Scheme, Economic Rehabilitation Scheme, and the SAKSHAM scheme, which supports the education of children of deceased employees and promotes income opportunities for their families. POWERGRID also provides top-tier medical facilities for employees and extends Post-Retirement Medical Benefits to retirees and dependents of employees who pass away during their service. Retirement benefits are detailed in the BRSR.

SOCIAL WELL-BEING

Maintaining a healthy work-life balance is crucial for promoting a healthy lifestyle. POWERGRID implements initiatives such as child-care leave for female employees and single male parents, paternity leave for eligible male employees, and sabbatical leave options for career and personal growth. Every employee is entitled to maternity/paternity leave, in this reporting year, we had a 100% return to work rate for both male and female employees that took parental leave.

PHYSICAL AND MENTAL WELL-BEING

POWERGRID continues its commitment to employee health through various initiatives. This year, 20 health-focused webinars covered topics like pulmonology, gastroenterology, oncology, cardiac health, physiotherapy, women's health, preventive vaccinations, and mental wellness, totalling 4,895 man-hours. Recordings are permanently accessible via our intranet. With 385 hospitals empanelled across India, employees, ex-employees, and dependents have easy access to medical care. In-house dispensaries staffed by general physicians, physiotherapists, and specialists support employee health, with special emphasis on preventive check-ups for contract workers.

POLICY INTERVENTIONS IN 2024-25

In today's fast-paced business environment, HR policies must be dynamic and adapt to changing employee needs, expectations, and industry trends. At POWERGRID, we are committed to regularly updating HR policies to create an equitable and inclusive workplace. Our goal is to enhance efficiency, ensure sustainability, and align with our business strategy. During the fiscal year 2024-25, we implemented six new policy initiatives and modified 27 existing frameworks. A notable addition was the Non-Compete Policy, designed to protect the company's competitive advantage. We introduced a framework for recruiting employees on rolls of PowerTel and PELS, our subsidiaries.

Policy modifications focused on enhancing employee well-being and addressing evolving needs. Updates included rationalizing Traveling Allowance rules and revising Conveyance Advance Rules with provisions for EV/Hybrid vehicles. Flexible work hours were introduced for Regional/Project Headquarters and female employees at site offices. Medical rules were updated to revise dependency criteria and include treatment under the Indian system of medicine. The new 'JAGRAN' award was added to our PRATIPHAL Rewards & Recognition scheme to encourage safety culture by acknowledging near-miss incident reporting.

CREATING SPORTS EXCELLENCE IN 2024-25

POWERGRID's commitment to fostering a sports culture, promoting fitness, and encouraging employee engagement in competitive sports continued during the year. POWERGRID's employees showcased remarkable athletic talent in the Inter PSU tournaments, excelling across 10 sports disciplines, both indoor and outdoor. A total of 120 employees (90 men and 30 women) participated, demonstrating skill, teamwork, and dedication.

The year was marked by championship victories, with POWERGRID emerging as winners in 4 men's tournaments and 2 women's tournaments. These outstanding performances secured POWERGRID's position as the Overall Champions among all Power Sector PSUs in FY 2024-25.

ORGANIZATION CLIMATE SURVEYS –EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEYS

Conducted Organizational Climate Surveys across our offices to identify and address employee concerns, with a strong emphasis on engagement and satisfaction. The insights gathered from these surveys enabled the design of targeted interventions aimed at enhancing work-life balance, supporting career development and boosting overall employee morale.

HEALTH & SAFETY

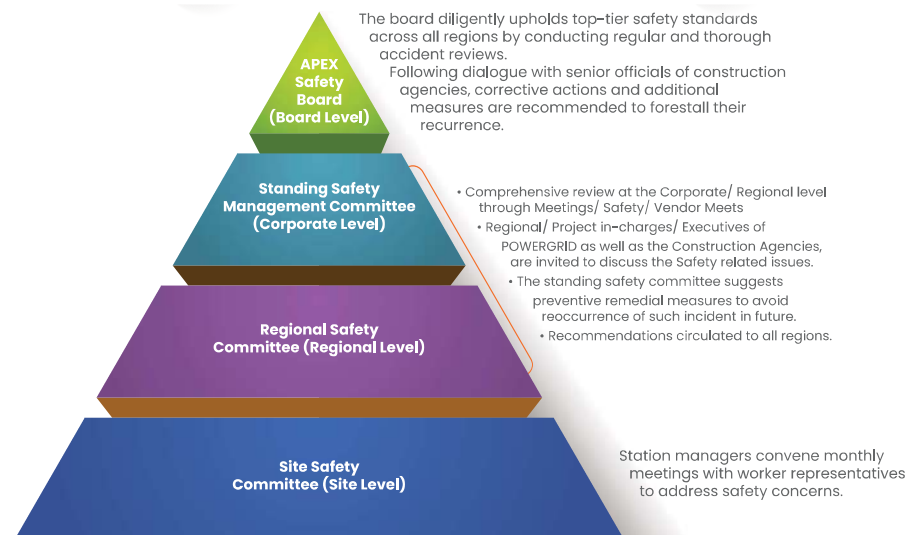
POWERGRID is acutely aware of the occupational hazards in the transmission sector, including planning, construction, maintenance, and operation of substations and lines. These activities pose risks, including fatal and non-fatal injuries. In response,

POWERGRID has established a comprehensive Safety Policy incorporating industry-leading practices and stringent compliance measures, consistently aiming to surpass safety standards.

Committed to safeguarding its transmission lines, substations, personnel, and the public, POWERGRID upholds its legal and ethical responsibilities. The company adheres to ISO 45001:2018 standards, ensuring comprehensive systems and procedures across all operations, verified through inspections by the Central Electricity Authority.

Striving for zero workplace incidents, POWERGRID has instituted a robust three-tier safety framework, ensuring the effectiveness of its Safety Policy. A specialized safety unit provides technical support to on-site teams, enhancing safety protocols across all levels. This approach reflects POWERGRID's dedication to maintaining a safe working environment.

POWERGRID'S Three-Tier Safety Model, Governed by Apex Safety Board Chaired By CMD, The Board Comprises Functional Directors as Members



COMPREHENSIVE SAFETY MEASURES AT POWERGRID

» **Hazard Identification and Risk Assessment (HIRA)**
POWERGRID conducts thorough HIRA across all project stages, covering routine and non-routine activities. High-risk jobs are planned using SOPs with virtual monitoring and executive reviews,

supported by audits and training, integrated into the OHSMS for continuous improvement.

» **Hazard Reporting and Reprisal Protection**
An open reporting culture encourages hazard reporting through toolbox talks, safety meetings, and direct communication, ensuring no fear of reprisal.

» Right to Refuse Unsafe Work

Workers can refuse unsafe work, supported by training and site-specific risk assessments, with escalation mechanisms for resolution without retaliation.

» Incident Investigation

Defined guidelines for accident reporting include a Near Miss Reporting cum Reward Policy. Serious incidents are reviewed by enquiry committees, overseen by the Standing Safety Management Committee and the Apex Safety Board.

ENHANCING WORKER INVOLVEMENT AND SAFETY MANAGEMENT

» Active Worker Engagement in OHSMS

ISO 45001:2018-certified Occupational Health and Safety Management System (OHSMS) includes daily safety briefings, toolbox talks, and pre-job safety planning meetings to ensure continuous engagement. Workers can report hazards and near-misses through established channels like suggestion registers. Safety information is disseminated through various mediums such as training sessions, posters, signage, newsletters, digital content, mock drills, and awareness campaigns, ensuring comprehensive communication.

» Collaborative Safety Committees

A three-tiered safety governance structure that includes Site-Level Safety Committees, Regional Safety Committees (RSC), the Corporate Standing Safety Management Committee, and the Apex Safety Board. These committees facilitate inclusive participation and informed decision-making across all levels, from daily operations to strategic oversight of safety initiatives.

COMPREHENSIVE WORKER SAFETY TRAINING

POWERGRID offers extensive occupational health and safety (OHS) training to its employees and contract workers. This training covers general safety principles and job-specific skills relevant to construction, operation, and maintenance. Regular programs address construction safety, O&M, stress and health management, fire safety, first aid, and specific job hazards. Contracts mandate adherence to POWERGRID's safety policy and require detailed training schedules. The Safety Corpus Fund is instrumental in enhancing worker skills, procuring safety equipment, and developing advanced training tools.

MITIGATING OCCUPATIONAL SAFETY RISKS THROUGH BUSINESS RELATIONSHIPS

POWERGRID mandates that all contractors and service providers align with its safety policies and standards. This includes submitting detailed safety plans specific to their activities and deploying qualified safety personnel. Compliance is rigorously enforced through a penalty structure, with financial consequences for violations, and persistent non-compliance can lead to disqualification from future contracts.

COVERAGE BY OHS MANAGEMENT SYSTEM

POWERGRID's ISO 45001:2018-certified OHSMS includes all direct employees and contract workers. Key components of the system are hazard identification and risk assessment, incident reporting and investigation, emergency preparedness, regular safety training, and continuous monitoring through both internal and external audits. The OHSMS aligns with national regulatory requirements, integrating safety responsibilities into all contractual agreements, ensuring that safety is a shared responsibility across the organization.

Safety Corpus Fund: A Capacity Building Initiative

POWERGRID has pioneered the establishment of a Safety Corpus Fund, a first in the industry, funded through penalties levied for contractor safety violations. This fund, managed by a comprehensive Standard Operating Procedure (SOP), is dedicated to enhancing worker capacity by financing the procurement of safety equipment for contract workers and developing state-of-the-art safety training tools.

In the fiscal year 2024-25, the initiative delivered over 8,000 man-days of training, equipping both operations and maintenance personnel and site workers with vital safety skills. To further enrich this learning environment, POWERGRID is advancing the development of modern educational tools, including interactive safety modules using augmented and virtual reality (AR/VR) and video-based accident case study films. This robust training ecosystem ensures that all POWERGRID employees and contractors are well-prepared for safe operations, fostering a proactive and ingrained safety culture throughout the organization.



Safety Measures

- **Safety Training Sessions:** Delivered more than two safety training sessions per station, reaching over 75% of the permanent and contract workforce.
- **Daily Safety Briefings:** Implemented daily PEP/TOOLBOX Talks at sites, including safety briefings before starting O&M and construction activities.
- **Site Mock Drills:** Conducted annual mock drills at each station, addressing fire, electrical, and medical emergencies with at least two drills per station.

TRAINING & CAREER DEVELOPMENT

In today's fast-paced business environment, growth and high performance require embracing new technologies and innovative models. POWERGRID's Human Resource Development (HRD) department is key in equipping employees with essential skills for sustained growth and adaptability. Our mission focuses on empowering employees through continuous learning, fostering creativity, collaboration, and a culture of learning. Our reskilling and upskilling initiatives align with our core values.

We offer comprehensive training programs, including induction, hands-on experience, managerial skills, and behavioural development. The average training days per employee were 6.02 in 2024-25.

During the year, POWERGRID provided several e-Learning modules and refresher courses



via "PRAGYAN," benefiting the employees. The POWERGRID Academy of Leadership (PAL) in Manesar is a premier training hub recognized by the Central Electricity Authority (CEA) as a Category-I Institution for Transmission Training. PAL organized over 500 programs alongside regional Employee Development Centers and leading institutes. POWERGRID uses its personnel and PAL's infrastructure for power sector capacity development, engaging apprentices under the Apprentice Act. The "SANDARSHIKA" portal for Mentoring and Coaching has benefited many employees.

During the year, POWERGRID offered the following courses to its employees:

- » The 3rd batch successfully completed the PG Diploma in Artificial Intelligence/Machine Learning at IIIT-Bangalore.
- » The 3rd batch was sponsored for an MTech program in Power System and Reliability at NIT Jalandhar

PRATIPHAL Scheme: Fostering a Culture of Achievement

The PRATIPHAL scheme is POWERGRID's strategic initiative designed to cultivate a culture of achievement across all its establishments. This comprehensive program features eight distinct reward categories and is efficiently managed through a dedicated online portal.

Each year, during Appreciation Week, coinciding with POWERGRID's Raising Day, outstanding employees are celebrated, and their accomplishments are recorded in the portal for career development purposes. While these rewards enhance morale and motivation, it is important to note that they do not guarantee promotion rights. Any disputes related to the scheme are resolved by the Competent Authority. As a voluntary initiative, PRATIPHAL also includes unique provisions such as outbound training programs with family accommodations, coordinated by the Corporate HRD department, to further enrich employee experiences.



LEARNING AND DEVELOPMENT: EMPOWERING THE FUTURE WORKFORCE

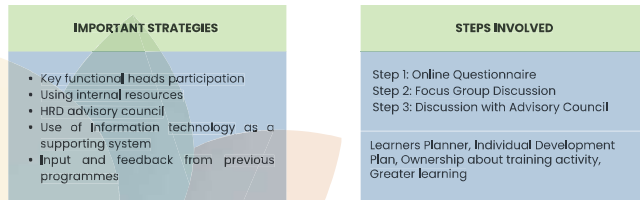
POWERGRID is at the forefront of innovative learning and development, earning recognition for its advanced online HRD Management Systems. Our Human Resource Development (HRD) efforts focus on equipping employees with essential new skills and reinforcing effective work practices to meet the organization's evolving needs. The HRD team plays a pivotal role in preparing our workforce for future challenges through various targeted initiatives. Regular Organizational Need Assessments (ONA) and competency-based Individual Training Need Analyses (TNA) are conducted across the organization to identify specific competency enhancement needs. These assessments guide the design and planning of training programs, ensuring that employees' Individual Development Plans (IDP) align with business objectives and keep their skills current and relevant.

The HRD Action Planner, developed through multidisciplinary collaboration, serves as a strategic tool to address performance challenges and create training programs that drive operational excellence and strategic value addition. By tailoring training to meet specific needs and utilizing a comprehensive Training Plan Matrix, POWERGRID ensures that its employees are well-prepared to tackle both present and future demands, maintaining a competitive edge in the industry.

HR STRATEGY



ORGANIZATIONAL MISSION AND OBJECTIVES



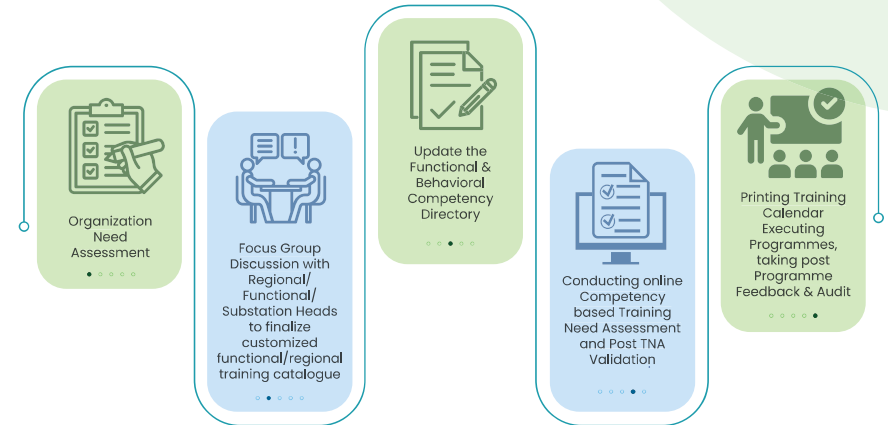
COMPETENCY BASED TRAINING NEED ASSESSMENT PROCESS



EMPLOYEE UPSKILLING PROGRAMS

Recognizing its workforce as a cornerstone of its success, POWERGRID consistently invests in comprehensive training initiatives designed to equip employees with critical skills and expertise. Programs like hotline maintenance and drone training have been pivotal, enabling employees to adeptly handle complex tasks and significantly enhancing operational efficiency across the organization. This year, these initiatives have resulted in a highly skilled and specialized workforce.

POWERGRID's 5-step Training Alignment Process



The training programs span a wide range of asset maintenance areas, including transmission lines, transformers, switchgears, High Voltage Direct Current (HVDC) systems, Flexible Alternating Current Transmission Systems (FACTS), Control and Protection (C&P), and Substation Automation Systems (SAS). By cultivating a diverse talent pool with specialized knowledge, POWERGRID reinforces its commitment to operational excellence, ensuring the robustness and reliability of its transmission infrastructure.

Continuing its dedication to fostering innovation and continuous learning, POWERGRID equips employees with cutting-edge skills in Artificial Intelligence (AI), Machine Learning (ML), and Data Science. Throughout the year, the company facilitated a 15-month PG Diploma course for 50 employees, providing comprehensive training in these transformative fields. By investing in such initiatives, POWERGRID enhances its workforce's skill set and positions itself at the forefront of technological advancement within the power transmission sector.



Employee Development Programs at POWERGRID

POWERGRID is dedicated to building a future-ready workforce through comprehensive development programs. Our advanced learning hub offers training in leadership, technical, managerial, and behavioural areas, utilizing classroom, virtual, and experiential methods for holistic development. Focused on emerging technologies like Smart Grid and Asset Management, we empower employees to excel. Our e-learning platform provides 225+ modules for self-paced learning, improving skills at convenience. These programs boost operational efficiency, develop a leadership pipeline, enhance digital readiness, and increase employee engagement and retention.

Impact

Employee development has led to tangible improvements in both operational efficiency and work force capability. Our digital learning ecosystem has achieved over 125,000 course completions, expanding learning access. Engagement surveys show positive impacts, with 90% of employees participating in development initiatives annually, highlighting our commitment to continuous learning and growth.

Employee Skill Enhancement and Transition Support Programs

POWERGRID is committed to fostering continuous learning and enhancing the capabilities of its workforce. We offer a comprehensive array of programs designed to elevate technical, managerial, behavioural, and digital skills across all organizational levels.

Skill Enhancement Programs

a. Types and Scope of Programs Implemented:

- **In-House and External Training:** Customized training modules are delivered by both internal experts and external professionals, covering areas such as Transmission System Design, Substation Engineering, Project Management, Finance, Legal, HR, cybersecurity, and IT.



- **e-Learning Platforms:** Employees have access to Learning Management Systems (LMS) and online platforms, promoting self-paced learning in emerging technologies and modern management practices.
- **Leadership Development Initiatives:** Tailored programs designed for emerging and mid-level leaders are conducted in partnership with premier institutions like IIMs, XLRI, and ASCI.
- **Certification and Professional Development Support:** POWERGRID provides financial and administrative support for employees pursuing industry-recognized certifications and advanced educational qualifications relevant to their fields.
- **Mentorship and Knowledge Sharing:** Programs like SANDARSHIKA offer mentorship opportunities, while internal forums facilitate peer learning and cross-functional exposure.

Transition Assistance Programs

b. Support for Continued Employability and Career Endings:

- **Pre-Retirement Counselling Workshops:** These are held regularly to address financial planning, emotional well-being, lifestyle adjustments, and post-retirement opportunities for employees approaching retirement age.
- **Post-Retirement Engagement Opportunities:** Retired employees often continue to contribute as consultants or mentors under specific schemes, leveraging their extensive experience.

Skill Reorientation for Redeployment: In the event of organizational restructuring or technology transitions, affected employees receive training and reskilling support to facilitate internal redeployment.

