



Building 'Inclusive' Assets

In a marked effort to promote gender diversity, Apraava Renewable asset management team and one of our Operations & Maintenance (O&M) service partner, Param Renewable, successfully incorporated the inclusion of a female workforce in our operations. Confronted with major challenges such as gender integration and sustaining a female workforce, particularly in remote areas with prevalent safety and security concerns, a strategic approach was conceived and executed. O&M partner teams meticulously devised a recruitment strategy that saw the addition of four female engineers at Veltoor, supporting the asset management teams. The accompanying implementation of a 'buddy system' aimed to foster a supportive and comfortable work environment for our new female hires. In support of this initiative, the Apraava site management team provided comprehensive training sessions, imparting essential knowledge regarding asset management principles, Health, Safety, Security and Environment (HSSE) principles and Apraava Energy's praiseworthy practices. This project underscores our commitment not just in surmounting obstacles but also nurturing a culture of diversity, inclusion and excellence within our renewable asset operations.

