

Driving Meaningful Representation in Hiring with DEI

At Apraava Energy, DEI is not just about representation. It is about creating opportunities, removing barriers, and fostering an environment where every individual thrives. Our commitment to DEI is reflected in initiatives providing access, empowering underrepresented talent, and creating ripples of change within the energy sector. The DEI Council oversees the implementation of the DEI policies and ensures accountability at all levels of the organisation.

A significant milestone last year was having an all-female shift at the Veltor Solar Plant, a step towards greater gender diversity in technical roles.



Shifting the Norms: Veltor's Trailblazing Women Engineers

For the first time, a team of female engineers and technicians is leading operations at one of our renewable energy sites. Through this initiative, we work toward empowering women in technical roles and expanding opportunities within renewable energy. These engineers, all Electrical and Electronics Engineering graduates, joined as Graduate Trainee Engineers (GETs) in January 2024 through our Operations & Maintenance (O&M) Partner.

To support their transition, a structured mentorship and technical training programme was introduced, equipping them with the skills needed to manage operations efficiently. Their expertise and adaptability have already made an impact, setting a precedent for future shifts. Additionally, two Graduate Engineer Trainees from the July 2024 batch are being trained to further strengthen the shift, ensuring a pipeline of skilled professionals ready to take on leadership roles.

