

TATA BP SOLAR
A STORY OF QUANTUM LEAPS





LEAP OF FAITH

A modest beginning. A rich lineage

Chasing a dream, striving to achieve the impossible, creating a future that seems light years away and bringing 'space technology' down to earth, demands a giant leap of faith. A courageous jump into the unknown with no safety net, no benefit of previous experience, no assured outcome.

In 1989, a small group of passionate, committed individuals made that quantum leap into darkness and with that single step, brightened the future of millions.

The genesis of Tata BP Solar in Bangalore, India, was rather modest. The Solar Industry in India was still in its nascent stages. The technology was relatively new. The idea of harnessing the power of the sun, exciting, yet young. But this did not deter the visionaries. Understanding that sometimes you just have to take the leap and build your wings on the way down, they went

about their life-impacting work quietly: building what was to become India's largest Solar Company.

Tata BP Solar's lineage is impeccable. As a joint venture between **Tata Power**, a pioneer in the power sector and **BP Solar**, one of the largest solar companies in the world, there's much that Tata BP Solar has inherited from its illustrious parents: uncompromising business ethics, unwavering customer focus, an unflinching commitment to society. To this rich inheritance, Tata BP Solar added its own rich legacy: rock-solid values, strong business practices, high standards of behaviour, a passion to excel and a burning desire to innovate.

Today, as it benchmarks itself against the best in the world, Tata BP Solar is all set to leap into new realms of experience.



Unit II of Tata BP Solar at Bangalore, India

LEAP OF TALENT



People - the driving force behind Tata BP Solar

There's something refreshingly different about the people at Tata BP Solar. They seldom walk the beaten path. They are not afraid to take a big step whenever required. After all, they understand that one cannot cross a chasm in two small jumps... But what really sets them apart is their passion to help build a cleaner, greener world. A passion that is given free reign at Tata BP Solar. The conducive work environment here celebrates talent, encourages innovation and rewards performance. This stimulating work atmosphere and the "people first" philosophy of Tata BP Solar has paid rich dividends. Almost 80 employees have completed 10 years of service. This in a Company that is itself about 18 years old!

Tata BP Solar is proud of the increasing diversity of its workforce - a happy consequence of an environment which respects all aspects of **Diversity & Inclusion**. At Tata BP Solar every employee, whatever his race or religion, whatever his belief or background, has equal access to opportunities for growth and advancement. Every employee is encouraged to realize his full potential. Every employee feels valued, trusted and respected.

Training at Tata BP Solar is a continuous activity and is

focused on leveraging the talents, skills and experiences of every team member to meet both individual and organizational goals. Many a time, training extends beyond geographic boundaries. The **Extended Leadership Development Programmes** conducted regularly prepare those with leadership potential to develop world-class management skills.

Like Training, **people engagement** is an ongoing activity at Tata BP Solar. The Quarterly Open House for executives, the Women's Network Meeting to understand and address the specific needs of women and Shopfloor Communication to build and sustain positive employee relations are some of the activities taken up here.

The smile Drive, a unique people initiative conceived and designed in-house, attempts to involve every member of the Tata BP Solar family in realizing the Company's vision, reinforcing its values and deploying its strategy. Since its launch, The smile Drive has evolved into a highly successful Company-wide movement with excellent employee involvement. Today, more than 300 employees (about 65% of the workforce), actively participate in The smile Drive.

"Many great things indeed have been achieved by those who chose not to leap into the mainstream"
Proving this beyond doubt are the leading lights at Tata BP Solar.



Syamal Gupta
Chairman



Lee Edwards
Director



Adi Engineer
Director



Bertrand Boulin
Director



H H Malgham
Director



Mark Twidell
Director



Dr Ashok K Jhawar
Alternate Director



K Subramanya
Chief Executive Officer



D Guru
CFO & Company Secretary



K Ravishankar
Sr General Manager



Keshav Prasad
Sr General Manager