



असीमित ऊर्जा, अनन्त संभावनाएं
Endless energy. Infinite possibilities.

A MAHARATNA COMPANY

REC Limited

Human Rights Policy

(Approved by BoD in the 515th Board Meeting held on 31.05.2024)

1.0 Foreword

1.1 REC is a 'Maharatna' organization under the administrative control of the Ministry of Power, Government of India and officially recognized by the RBI as a Non-Banking Financial Corporation (NBFC), a Public Financial Institution (PFI), and an Infrastructure Financing Corporation (IFC), offers extended loans and diverse financial services to governmental, central, and private entities to facilitate the development of infrastructure assets across India. With 22 state offices strategically located nationwide, REC ensures efficient service delivery. Moreover, it operates subsidiaries like RECPDCL and RECIPMT, a training institute, further enhancing its reach and impact.

1.2 REC's commitment towards environment and people is affirmed through its corporate Vision and Mission, policies and practices adopted by the organization. Its mission and vision to facilitate availability of electricity for accelerated growth and for enrichment of quality of life of rural and urban population, to act as a competitive, client-friendly and development-oriented organization for financing and promoting projects covering power generation, power conservation, power transmission and power distribution network in the country with lot of focus of renewable energy sector recognizes the universal and intrinsic nature of human rights, affirming the entitlement of all individuals to these rights without discrimination.

1.3 REC's Human Rights Policy covers all its stakeholders. This includes everyone from regular and outsourced employees to shareholders, investors, FII's, insurance Co's, banker's, suppliers, partners, consultants etc. REC expects each and every one it works to uphold human rights principles in their interactions. REC holds all stakeholders accountable for any violations of this policy. REC is committed to raising awareness of human rights throughout its entire value chain.

1.4 As part of REC's efforts to deliver its sustainability Vision, it has established this policy that is committed to respecting human rights and creating a work environment that is fair and inclusive for everyone. This policy is part of its plan to achieve a more sustainable future.

2.0 Introduction:

2.1 REC is committed to:

- a. Respect, protect and promote human rights of all stakeholders.
- b. Provide training/ conduct awareness sessions on human rights for its employees and stakeholders.
- c. Make workplace free from discrimination based on gender, race, ethnicity, age, caste, religion, disability, sexual orientation, and other such parameters.
- d. Provide equal opportunity to all.
- e. Ensure compliance with minimum pay wages requirements and provide equal, fair, and competitive remuneration to its employees.
- f. Provide a healthy and safe working environment to our employees.
- g. Respect the rights of employees to freely associate.

The Constitution of India which was adopted by the Constituent Assembly on 26th November, 1949 and came into force on 26th January, 1950 guarantees certain basic human rights and Article 12 of the Indian Constitution guarantees that fundamental rights can be enforced in court (through the judiciary) against the government. This includes the national government, state legislatures, and all local authorities within India. Since REC Limited is a public enterprise owned by the Indian government, it also falls under this definition of "the State."

3.0 Policy Framework:

3.1 REC Ltd. is firmly committed to honouring and safeguarding the fundamental human rights of all its stakeholders, wherever it has its business presence. The corporation ensures its actions align with the principles of human rights established with international benchmarks. Additionally, REC Ltd. upholds the rights enshrined within the Indian Constitution.

3.2 REC adopts a respectful and secure work environment for all its employees. It is committed to provide a safe, clean, and healthy workplace free from harassment or abuse. It treats its employees fairly and transparently following all the standard practices of Govt of India and strives to maintain a higher benchmark related to principles and best practices. It recognizes their right to join professional associations. REC Ltd. prohibits forced compulsory or child labor and uphold equal opportunity standards, ensuring non-discrimination in any of its business activities and operations.

3.3 REC Ltd. Upholds the principles of labor laws into its business operations. These principles include prohibiting child labor and forced labor, upholding freedom of association representation rights (including collective bargaining), ensuring non-discrimination on the basis of age, gender, marital status, socioeconomic background, disability, race, ethnicity, ancestry, indigenous status, personal beliefs, religion, political views, sexual orientation, or HIV/AIDS status. REC Ltd. achieves this commitment through employee learning & development (training sessions) and the implementation of appropriate conduct standards.

3.5 REC Ltd. conducts regular audits and assessments of its own business activities and operations including its value chain partners to verify and ensure their adherence to human rights principles.

3.6 This policy is subject to review, with the intent of continual improvements if deemed necessary to maintain its relevance. Updates will be implemented as and when required.

4.0 Applicability

This policy is binding on all REC Ltd.-employees and concerned stakeholders (collectively referred to as the "Corporation"). It also serves as a guide for all its shareholders, investors, FIIs, insurance Co's, business partners, etc. associated with the corporation, encouraging them to adopt the principles outlined here.

5.0 Principles

5.1 Compliance with labour laws and regulations: REC Ltd. nurtures a workplace that embraces diversity and provides equal opportunities for all its employees and its respective stakeholders. The corporation is committed to maintain a work environment free from any discrimination across its operations. It has a strict no-tolerance policy for child labor, forced labor, and human trafficking. It is committed to ensure that none of these practices occur within its business operations or facilities. REC Ltd. further extends this commitment to incorporate any other characteristic protected by applicable laws.

5.2 Respect rights of employees:

The corporation recognizes and respects the right of its employees to freedom of association in matters related to their employment, as per corporation policies and procedures. This includes the ability to raise concerns and have their voices heard without fear of reprisal. The corporation remains committed to a robust grievance redressal system to effectively address employee concerns.

5.3 Prevention of Harassment

The corporation is committed to treat its employees with dignity and provide a work environment free from all forms of harassment, whether physical, verbal or psychological. The corporation has 'zero tolerance' towards and prohibits sexual harassment and/or any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances. An Internal Complaints Committee (ICC) investigates any cases of sexual misconduct fairly and transparently, taking action against those involved. REC Limited remains committed to promoting and protecting the well-being of all women employees.

5.4 Workplace Safety

The corporation is committed to provide and maintain a safe, healthy workplace by addressing the risks of accidents, injuries and hazards on a continuous basis. The corporation is focused on inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through agency or contractor as applicable.

Frequent mock drills related to safety measures are conducted in the premises of REC Ltd wherein employees are encouraged to highlight concerns or any suggestions related to occupational health and safety hazards for its appropriate redressal.

5.5 Right to Privacy

The corporation is committed to protect the right to privacy of its employees and other stakeholders. The corporation does not disclose personal information/data to third

parties, without consent of its stakeholders, unless required by law/Statutory Authorities etc., to do so.

6.0 Learning & Development mechanisms:

REC conducts multiple health and safety sessions for its employees through the year. The corporation provides opportunities for various learning and development programs towards overall development of its employees including the contractual and outsources employees. The programs pertain to domain specific areas as well as employee's wellness such as stress management, health management related, building safety measures related, emotional intelligence, mindfulness, work life balance, healthy lifestyle etc.

7.0 Grievance Redressal System:

To address reports of human rights breaches effectively, REC has established a robust, efficient, fair, transparent, and open grievance redressal mechanism to address concerns of all stakeholders. The mechanism is designed to track, monitor, and respond to such concerns promptly, providing effective solutions to aggrieved parties.

A detailed Grievance Redressal mechanisms with detailed guidelines has been instituted along with the committee details to ensure any aggrieved employees concerns are addressed in a time bound manner. Any changes or updation of policy is communicated to all employees in an appropriate and meaningful manner through Intranet & Notice Boards (including e-notice boards).

8.0 Review & Monitoring:

8.1 REC Limited always welcomes feedback or suggestions regarding the Human Rights Policy. Any feedback or comments on this policy should be sent directly to the HR Division.

8.2 Amendment/ Interpretation-Chairman and Managing Director (CMD) is empowered & authorized to interpret, clarify, revise, amend/modify or discontinue any or all the provisions of this Policy in accordance with Govt. of India guidelines issued from time to time or as deemed fit.
