



असीमित ऊर्जा, अनन्त संभावनाएं
Endless energy. Infinite possibilities.

A MAHARATNA COMPANY

REC Limited

Stakeholder Engagement Policy

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

1. Foreword

REC Limited (herein after referred to as “REC,” “We,” “Us,” “Our”) acknowledges the importance of establishing robust stakeholder engagement framework based on responsiveness, understanding, and trust.

In the context of this policy, a stakeholder denotes individuals or groups who are either directly or indirectly impacted by the activities of REC, along with those who hold vested interests in REC’s business operations or possess the capacity to influence the outcomes of such operations.

REC recognizes employees, business associates (suppliers, vendors, partners, and service providers), shareholders/investors, banking institutions, regulatory bodies, customers, and neighbouring communities as pivotal stakeholders.

This policy delineates our approach for identifying, engaging, and managing stakeholders. Under this policy, REC Limited shall:

- Develop appropriate engagement methodologies and allocate sufficient resources and responsibilities to ensure effective stakeholder engagement.
- Consistently, transparently, and systematically identify and engage with stakeholders, endeavouring to safeguard and balance their interests.
- Strive to ensure that all stakeholder groups benefit equitably from the value generated by the business and resolve conflicts in a fair and just manner.
- Conduct engagement activities in a non-discriminatory and interactive manner.
- Integrate the principles of inclusiveness, transparency, materiality, completeness, and cultural appropriateness into all engagement endeavours.
- Work towards addressing stakeholder differences or grievances in an equitable, timely, and constructive manner.
- Understand the concerns and expectations of stakeholders, particularly those from vulnerable and marginalized communities, and delineate the scope of engagement and communication channels for interaction.
- Acknowledge, assume responsibility for, and maintain transparency regarding the impact of policies, decisions, services and associated operations on stakeholders and the natural environment.
- Promote awareness of stakeholder engagement principles and procedures among employees at various operational levels through training and communication initiatives within REC Limited.
- Annually disclose information about engagement activities, at minimum.
- Continuously improve the stakeholder engagement process.

2. Process for Stakeholder Identification and Engagement

REC Limited is dedicated to fostering constructive dialogue and open, participative engagement with its stakeholders. Our approach to stakeholder identification and engagement entails the following steps:

a) Identification and Prioritization of Stakeholders:

- We meticulously identify individuals or groups with an interest in, or influence over, our business processes, operations, and outcomes. Stakeholders may include those directly or indirectly affected by our activities or services, as well as those upon whom we rely on to conduct our operations.
- Stakeholders are categorized based on their relevance to REC Limited.
- Prioritization of stakeholders is determined by their significance to our operations or the magnitude of our operations' impact on them.

b) Establishing methods and frequency of engagement involves a strategic mix, including meetings, feedback sessions, surveys, and industry forums.

c) Providing training and assistance to enhance stakeholders' capacity for effective engagement as and when required

d) Regularly reviewing engagement outcomes and form future strategies

e) Following divisions shall be the responsible divisions under this policy:

Responsibility Matrix for engagement with various stakeholders				
Sl. No.	Stakeholder Group	Designated Official	Engagement Mechanisms	Frequency of Engagement
1	Retail Bonds and Institutional Bonds	ED (Retail Bonds) ED (Institutional Bonds)	Email Website Dissemination of information through Stock Exchange Mechanism	Quarterly /Annually / Need Based
2	Shareholders	ED (CS)	Email Website Dissemination of information through Stock Exchange Mechanism	Quarterly /Annually / Need Based
3	Employees	ED (HR)	Surveys Training Personal Interactions Departmental Meetings Cultural Events	Quarterly/ Annually/ Need Based
4	Community	ED (CSR)	Surveys/Impact assessment CSR Activities Personal interactions Project-based discussions	Need Based
5	Customers	ED (PSPMP) ED (RE) ED (SOP) ED (I&L)	Email/SMS Website Letters/Telephone	Annually / Need Based
6	Suppliers and contractors	ED (PCM)	Email/SMS Meetings Letters/Telephone	Quarterly/ Annually/ Need Based

This policy shall undergo periodic review to ensure its ongoing suitability and be updated as necessary.
