

## Whistleblower Mechanism & Business Ethics

At REC Limited, conducting business with the highest standards of legality and ethics is a core commitment. We maintain a **zero-tolerance stance** against all forms of corruption and bribery, ensuring that transparency and accountability govern every decision we make.

### 1. Robust Governance & Vigilance Oversight

Our ethical framework is led by the **Chief Vigilance Officer (CVO)**, who oversees compliance and cultivates a workplace built on trust.

- *Regulatory Alignment:* We strictly adhere to the guidelines of the Central Vigilance Commission (CVC), ensuring fairness in all public procurement and government processes.
- *The Vigilance Handbook:* To ensure widespread awareness, the Vigilance Division has published a comprehensive handbook outlining the code of conduct for all employees.
- *Independent Scrutiny:* In FY 2024-25, the CVO's office scrutinized 17 Internal Audit (IA) reports and examined the Annual Property Returns of 126 executives to identify and address any potential concerns.

### 2. Comprehensive Ethical Framework

We have established a suite of detailed policies that provide a roadmap for professional integrity:

- *Whistle Blower Policy:* Provides a secure, confidential channel for employees to report unethical practices or misconduct, safeguarding the company's integrity.
- *Fair Practice Code:* Ensures transparency and ethical conduct in all customer dealings to promote long-term trust.
- *Code of Business Conduct & Ethics:* Sets the principles for the Board of Directors and Senior Management in their professional decision-making.
- *Conduct, Discipline, and Appeal (CDA) Rules:* Establishes the framework for maintaining discipline and ensuring a respectful workplace.

### 3. Strengthening Culture: Awareness & Training

*Integrity is maintained through constant education and proactive engagement.*

- *Targeted Workshops:* In FY 2024-25, the Vigilance wing conducted 8 training sessions, engaging 374 employees on topics such as Procurement, Ethics, CDA Rules and Cyber Hygiene.
- *Integrity Drive 2024:* In the lead-up to Vigilance Awareness Week (Theme: "Culture of Integrity for Nation's Prosperity"), REC executed a three-month organization-wide campaign.

### 4. Field Compliance & Inspections

Our commitment to ethics extends beyond our headquarters to our regional offices and social projects.

- *Regional Oversight:* The CVO's office carried out periodic inspections of 3 Regional Offices and conducted 1 surprise visit to reinforce compliance.
- *CSR Adherence:* We conducted site visits for three CSR projects specifically to ensure that these social investments adhere to our stringent ethical standards.

**Our Commitment:** By partnering technical compliance with a deep-rooted moral standard, REC Limited ensures that every action taken aligns with our vision of a transparent and corruption-free corporate environment.