

Employee Safety, Health & Wellbeing

At REC Limited, our employees are the cornerstone of our success. We believe that a healthy, engaged and motivated workforce is essential to organisation excellence. Our commitment goes beyond regulatory compliance; we foster a supportive ecosystem that prioritizes the physical, mental and financial wellbeing of our people and their families.

1. Robust Occupational Health & Safety (OHS) Management

While our operations as a financial institution carry lower physical risks, we maintain a proactive and rigorous OHS management system to ensure a 100% hazard-free environment.

- *Safety Audits & Inspections:* We conduct regular audits of electrical and fire safety parameters, including daily checks of emergency exits and related equipment.
- *Emergency Preparedness:* To ensure rapid response capability, we conduct quarterly mock fire drills and comprehensive first-aid training for staff.

2. Cultivating a Culture of Safety & Participation

We embed safety into our corporate fabric through continuous education, open dialogue, and a focus on preventative wellness:

- *Mandatory Training:* 100% of REC employees are mandated to attend health and safety training sessions, conducted through internal dialogues and the Government of India's Karmayogi Portal.
- *Comprehensive Care Facilities:* We provide extensive "Employee Care" facilities for staff and their families, encouraging the integration of sports, gym workouts, and wellness activities into their daily routines.
- *In-house Wellness Centers:* The REC Headquarters is equipped with a state-of-the-art indoor wellness center, including a dedicated gym and sports facilities to promote physical fitness.

3. Comprehensive Health & Medical Support

REC provides top-tier medical facilities to ensure immediate and long-term healthcare support:

- *Onsite Nursing Stations:* Our offices are equipped with onsite nursing stations providing professional consultations, vaccinations, and immediate treatment for minor illnesses or injuries.
- *Preventative Healthcare:* We organize frequent health camps in collaboration with reputed hospitals to monitor and support employee health proactively.
- *Robust Medical Policy:* We offer extensive medical expense coverage and flexible medical leave, providing a vital safety net for our employees and their families.

Our Commitment: By maintaining a Zero LTIFR and continuously refining our wellbeing protocols, REC Limited ensures a secure, inclusive, and sustainable future for every member of the REC family.