



13. Number of complaints on the following made by employees and workers:

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

None.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not applicable.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees-Yes, the Company provides rehabilitation package in case of death or permanent disability to the employee and/or his/her family member.

(B) Worker- Not applicable.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. -

Being NBFC, the Company includes in the terms & conditions of loans granted to its borrowers, necessary conditions stipulating timely deposit of their statutory dues, obtaining of statutory clearances and meeting such other similar obligations as per statutory requirements etc. The borrowers

are also required to furnish compliance of the same to the Company at various stages.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Nil for FY 2021-22 and FY 2020-21.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

The Company is a CPSE, which follows employment norms of DPE in cases of retirement or termination of employment. The Company also provides post-retirement medical benefits and other welfare measures to its retired employees.

5. Details on assessment of value chain partners:

None.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable.



PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

Yes. The Company has mapped its internal and external stakeholders. Internal stakeholders include employees and staff of the Company; and external stakeholders include equity shareholders, bondholders, creditors, bankers,

borrowers and customers from both public and private sectors, Governmental bodies and regulatory authorities including State Government(s), Reserve Bank of India, Ministry of Corporate Affairs, Securities and Exchange Board of India, Stock Exchanges etc.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email/SMS/Website/ Letters/Telephone/ Newspaper etc.	On quarterly basis, through AGM, Postal Ballot and as and when required.	Communication of financial results, adoption of financial statement and transaction of ordinary and special business from time to time. Addressing requests/grievances of shareholders from time to time.
Bondholders	No	Email/SMS/Website/ Letters/Telephone/ Newspaper etc.	As and when required.	Allotment, Interest Servicing, Redemption Payment, Bond Certificate/Demat Credit. Addressing requests/grievances of bondholders from time to time.
Vendors	No	Email/SMS/Website/ Letters/Telephone /GeM, Tender Wizard and other portals of Government.	As and when required.	Vendor Development Programmes are organised from time to time.
Customers	No	Email/SMS/Website/ Letters/ Telephone	On a regular basis.	Customer Satisfaction Survey 2022 conducted through Administrative Staff College of India, Hyderabad.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company already has various Board-approved policies in place, to address the economic, environmental, and social topics relating to its business. The said policies have been developed over a period of time based on the inputs from relevant stakeholders.

The Company has formed a committee of its senior officials to formulate ESG policy on Environmental, Social and Governance matters, which will submit its report in due course.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics:

- a. During the financial year 2021-22, with approval of the Ministry of Power, the Objects Clause of the Memorandum of Association of the Company was amended to add new lines of business in the product portfolio of the Company, including energy conservation, energy efficiency and environmental aspects of power including co-generation/ tri-generation/combined heat and power, e-mobility & associated infrastructure, financing of equipment manufacturing for power sector, financing of electrical and electromechanical/hydro systems, projects of lift irrigation, smart city, electrification of railways line, airport, works for energy conservation, waste heat recovery system etc.
- b. In addition to above, REC is a nodal agency for reforms-based and results-linked Revamped Distribution Sector Scheme (RDSS) for supporting discoms to undertake reforms and improve their performance in a time-bound manner. RDSS, *inter-alia* aims to improve the quality, reliability and affordability of power supply to consumers through a financially sustainable and operationally efficient distribution sector, reduce the AT&C losses to Pan-India levels of 12-15% by 2024-25 and reduce the ACS-ARR gap to zero by 2024-25. As nodal agency, REC is actively participating in this initiative of the Ministry of Power, Government of India, towards a better power sector for the country.



c. REC has a well-defined CSR Policy in line with the Companies Act, 2013 and DPE Guidelines on CSR. In terms of DPE guidelines for the year 2021-22, which mandated CPSEs to spend 60% of their CSR budget on the theme of "Health & Nutrition, with special focus on COVID related measures including setting up makeshift hospitals and temporary COVID care facilities", preferably in aspirational districts, the Company undertook various CSR projects aimed at improving health services and reducing malnutrition in Gajapati (Odisha), Mamit (Mizoram), Kiphire (Nagaland), Muzaffarpur (Bihar), Udham Singh Nagar (Uttarakhand), Chandel (Manipur) and West Sikkim (Sikkim) districts.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

REC promotes procurement from MSMEs and extends certain facilities in its procurement procedures to registered MSMEs. REC has welfare-oriented policies for its employees, especially those who are vulnerable.

The Company makes efforts on a regular basis to reach out to those equity shareholders and bondholders, who have unclaimed / unpaid dividends amounts/shares or unclaimed redemption amounts lying with the Company, so that such investors do not miss out on getting their rightful dues.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

None for FY 2021-22 and FY 2020-21.

2. Details of minimum wages paid to employees and workers, in the following format:

All permanent employees are paid remuneration as per the guidelines of DPE which are higher than the minimum wages.

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	85,31,281	-	-
Key Managerial Personnel	1	85,87,993	-	-
Employees other than BoD and KMP	329	28,65,225	65	28,84,107
Workers	-	-	-	-

Notes:

- The above schedule includes only permanent employees who have worked for the entire period of 12 months during the financial year 2021-22.
- Remuneration/salary/wages include allowances exempt u/s 10 of the Income Tax Act 1961 and Employer contribution towards Pension scheme. Further, it excludes employer's contribution into REC Gratuity Fund, Leave Encashment Provision based on actuarial valuation, various reimbursements given to employees for e.g. uniform, entertainment, conveyance, electricity, water and attendant charges and exempt medical expenses.
- The above remuneration is paid in line with the guidelines issued by the DPE in this regard.
- The Company has not given any stock options during the financial year 2021-22.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Company has a detailed grievance redressal mechanism in place. Any aggrieved employee can sought relief through the said mechanism. The said policy is available to the employees on the intranet.

6. Number of Complaints on the following made by employees and workers:

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-



7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Pursuant to the Whistle Blower Policy of the Company, necessary mechanism has been put in place to provide protection to the complainant, wherever required. The Whistle Blower Policy is available at https://recindia.nic.in/uploads/files/Whistle_Blower_Policy.pdf.

REC believes that a sustainable organization rests on the foundation of ethics and respect for human rights. The Company ensures diversity and equal opportunities in workplace and upholds that career advancement is based on talent and performance.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Business agreements and contracts are primarily in nature of loan documents, which are executed on the basis of specific terms sanctioned to Borrowers. Human rights requirements do not form part of said loan documents. To protect the human rights of employees, REC has adopted employee-oriented policies, in line with the general laws and sound ethical practices.

9. Assessments for the year:

Nil for FY 2021-22 and FY 2020-21.

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not applicable.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Not applicable.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not applicable.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises are accessible to differently abled visitors, with elevators and ramps, wheel chair accessible restrooms and direction signs in braille at various points.

4. Details on assessment of value chain partners:

Nil for FY 2021-22 and FY 2020-21.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

REC is a NBFC and does not have and production / manufacturing facility, therefore its energy intensity is limited.

However, REC has installed a 979kWp roof top solar plant in its corporate office, to cater to its electricity requirement. The solar plant is functional and connected to grid w.e.f. July 2021 and has generated 8,22,072 units of electricity, which has catered to around 50% of the total load requirement of REC corporate office building (i.e., 16,30,956 units). The building also has radiant cooling for slabs, Integrated Building Management System (IBMS), automated sensor controlled lighting, bio-climatic glass façade with motorized blinds, etc. for energy saving.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

3. Provide details of the following disclosures related to water, in the following format:

REC is a NBFC and does not have and production / manufacturing facility, therefore its water intensity is negligible.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Not Applicable.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

REC is not a manufacturing or a production company. However, as a part of its appraisal process for all the power projects it finances, REC identifies and assesses the potential environmental risks of the projects. Environmental issues, if any, are identified through due diligence, site visits and review of applicable compliances etc.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Not Applicable.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Not Applicable.

REC is contributing significantly to the renewable energy financing in India. The country has set an ambitious target



of 500 GW installed renewable energy capacity by 2030 and increase in the share of green energy to 50% of the total energy requirement by 2030. Further, at the 26th session of the Conference of Parties (COP26) to the United Nation Framework Convention on Climate Change (UNFCCC) in Glasgow, UK in November 2021, it was decided to cut India's total projected carbon emission by one billion tonnes by 2030, reduce the carbon intensity of the nation's economy by less than 45% by the end of the decade and achieve net-zero carbon emissions by 2070.

In line with the Government's outlook for renewable energy sector, REC has been promoting competitive financing for renewable projects. REC has introduced various policies for competitive financing of clean energy projects across the country, including solar, wind, biomass projects and e-mobility. The total sanctions for renewable energy projects

during the financial year 2021-22 were ₹14,733.52 crore towards 15 renewable energy projects, with aggregate installed generation capacity of 1,609 MW.

The Company's policies for renewable energy projects are reviewed from time to time, to meet its ever-evolving and dynamic needs. Till date, REC has funded nearly 11.6 GW of renewable energy projects, to support a greener future for the country. REC's financing norms for renewable energy projects can be accessed from the corporate website at <https://www.recindia.nic.in/renewables>.

REC is also the first Indian PSU to raise money from the international markets through Green Bonds listed on International Securities Market segment of London Stock Exchange in year 2017, with tenure of 10 years, the proceeds of which are applied for financing or re-financing of eligible green projects as per the Climate Bond Standards.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	140 units identified to be disposed as e-waste.	177 units identified to be disposed as e-waste.
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	140 units identified to be disposed as e-waste.*	177 units identified to be disposed as e-waste.*
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

*Considering the nature of business, the Company does not generate any material waste other than negligible quantity of e-waste.



9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Disposal of old, un-serviceable & obsolete IT equipment, identified as e-waste, is done through registered recyclers/re-processors under Central Pollution Control Board and State Pollution Control Committee/Board, by following the procedure defined under REC's Procurement Guidelines.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The Company is an NBFC with pan-India operations. Its registered office is in New Delhi and corporate office is in Gurugram. The Company has regional/state offices across India, which are located in State capitals. Offices of the Company are not located in ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

REC being a NBFC, finances power projects but does not own or execute/implement any project.

For renewable energy projects funded by REC, the Company requires the borrowers to submit Environmental and Social Impact Assessment (ESIA) as per applicable rules and regulations.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

REC is not a manufacturing company. Hence, the given question has limited relevance. However, the Company complies with applicable environmental regulations in respect of its premises and operations. The Company also covers environmental concerns in the due diligence of the projects it finances.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

REC has installed a 979 kWp roof top solar plant in its corporate office, to cater to its electricity requirement. The solar plant is functional since July 2021 and connected to grid and has generated 8,22,072 units of electricity, which has catered to around 50% of the total load requirement of REC corporate office building (i.e., 16,30,956 units)

during the financial year 2021-22. The building also has radiant cooling for slabs, Integrated Building Management System (IBMS), automated sensor controlled lighting, bio-climatic glass façade with motorized blinds, etc. for energy saving.

2. Provide the following details related to water discharged:

Not Applicable.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Not Applicable.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Not Applicable.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

During the financial year 2021-22, the Company has shifted to its new corporate office building at Gurugram, Haryana, which has features like radiant cooling for slabs to reduce power consumption for air conditioning by 30%, Integrated Building Management System (IBMS), automated sensor controlled lighting, bio-climatic glass façade with motorized blinds and other latest technological features to save power consumption. The Company has also installed a 979kWp roof top solar plant in its corporate office, to cater to its electricity requirement, which catered to around 50% of the electricity requirement of the corporate office building during the year. Highly efficient solar panels (efficiency = 21.2%) are installed and operating since July 2021.

For minimizing paper consumption, REC uses 'E-office' system in all its offices across the country. REC has actively used remote working methods through secure IT systems and processes, especially after onset of the pandemic, for ensuring business continuity while taking precautions for the health of its employees.



7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, REC has implemented Business Continuity and Disaster Recovery Plan for its data center and disaster recovery operations and the same is also ISO 27001:2013 certified.

The Primary Data Centre (PDC) and Disaster Recovery Centre (DRC) of REC are ISO/IEC 27001:2013 certified and also comply with National Cyber Security Policy of Government of India. REC has also implemented Data Leakage & Prevention (DLP) system at DC and DRC for preventing sharing of confidential and critical information outside the corporate network. Further, REC has implemented IT security directives of RBI's Master Direction of IT Framework for NBFCs.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

REC is also financing installation of pollution control equipment in thermal power plants, in line with Government directives. This includes installation of Flue Gas Desulphurization (FGDs), Selective Catalytic Reduction (SCR) and Electrostatic Precipitators (ESP), which contribute towards curbing of harmful emissions and particulate matter. During the financial year REC has sanctioned 9 projects for installation of pollution control equipment, with total loan amount of ₹752 crore.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

REC being a NBFC, does not own or execute/implement project. For renewable energy projects funded by REC, the Company requires its borrowers to get Environmental and Social Impact Assessment (ESIA) as per applicable rules and regulations.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.

13 (Thirteen)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. no.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry (CII)	National
2.	The Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4.	Central Board of Irrigation & Power (CBIP)	National
5.	World Energy Council (WEC), India	National
6.	Standing Conference of Public Enterprises (SCOPE)	National
7.	All India Management Association (AIMA)	National
8.	Institute of Public Enterprises (IPE)	National
9.	International Solar Alliance (ISA).	International
10.	UN Global Compact	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

No adverse orders were passed from regulatory authorities.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

REC is a member of World Energy Council (WEC), which functions under the patronage of MoP with the support of energy ministries and leading organizations in the energy sector. It is chaired by Secretary, Power with Secretaries of MoPNG, Coal, MNRE, MEA and CEA, Department of Atomic Energy acting as Vice Chairman of the body. The Directors & senior officials of REC contribute towards formulation of various policies relating to power sector, as part of various committees/working groups constituted by MoP.

The Company has advocated for clean technology, energy efficiency and renewable energy through various platforms from time to time. The Company raises public awareness on matters relating to the power sector through its social media handles.

REC has contributed towards achieving village and household electrification in the country, especially in the far-flung areas, with dedicated efforts of many years. The Company has been the nodal agency for key power sector schemes such as *Deendayal Upadhyaya Gram Jyoti Yojana (DDUGJY)* and *Pradhan Mantri Sahaj Bijli Har Ghar Yojana (SAUBHAGYA)*. During the financial year 2021-22, REC has contributed towards electrification of 4.41 lakh households in the country, under the SAUBHAGYA scheme. REC is currently playing the role of nodal agency for Revamped Distribution Sector Scheme (RDSS), for revamping the distribution sector which has been struggling for long with various financial & operational issues.

REC's wholly owned subsidiary, REC Power Development and Consultancy Limited (RECPDCL) is doing significant work in the fields of smart metering, 11 kV Rural Feeder Monitoring Scheme and monitoring of household electrification works, all aimed at betterment of power sector in the country.



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Not Applicable.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not Applicable.

3. **Describe the mechanisms to receive and redress grievances of the community.**

The Company has a Public Grievance Redressal system for dealing with the grievances of the public at large. The Company has appointed a senior official in this regard as the Chairman, Public Grievance Committee, to ensure prompt redressal of grievances within the stipulated time frame.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs/ small producers	36.60%	70.76%
Sourced directly from within the district and neighbouring districts	-	-

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not applicable.

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government bodies:**

Sl. no.	State	Aspirational District	Amount spent (In INR)
1.	Bihar	Muzaffarpur	3,75,01,141
2.	Manipur	Chandel	60,36,096
3.	Mizoram	Mamit	4,08,39,762
4.	Nagaland	Kiphire	1,50,00,000
5.	Odisha	Gajapati	1,95,65,164
6.	Sikkim	West Sikkim	31,05,086
7.	Himachal Pradesh	Chamba	79,14,810
8.	Rajasthan	Baran	1,56,50,622
9.	Jharkhand	Chatra	50,19,919
	Total		15,06,32,600

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

Yes, REC has a policy to support public procurement from MSMEs. The policy is available at <https://recindia.nic.in/uploads/files/RECPolicy-for-MSME-11022022.pdf>.

- (b) **From which marginalized /vulnerable groups do you procure?**

REC has made it mandatory to procure 100% of common use goods & services valuing upto ₹10 lakh from MSME vendors and also to allow price preference upto 50% to MSEs, out of which 20% is reserved for SC/ST and women entrepreneurs. The Company extends various facilities in its procurement procedures to registered MSMEs, such as supply of tender sets free of cost, exemption from payment of earnest money etc.

- (c) **What percentage of total procurement (by value) does it constitute?**

Government mandate is for minimum 25% from MSME out of which 4% is to be from SC/ST vendors and 3% from Woman vendors. For financial year 2021-22, REC has achieved its MOU target set by Government of India for procurement from GeM (achieved 51.14% against the target of 25%) and for MSMEs (achieved 36.6% against the target of 25%). It is noteworthy that the bifurcation of procurements from SC, ST and women entrepreneurs, highly depends on the claims lodged by vendors, on which REC has no control.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Not applicable.

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

No adverse orders were passed in relation to intellectual property related disputes.



6. Details of beneficiaries of CSR Projects:

Sl. no.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Construction of Building in SVNIRTAR to establish the Institute as a Centre of Excellence for Deformity Correction in Odisha	2,000	60%
2.	Distribution of aids & assistive devices to approximate to 8000-9000 numbers of persons with disabilities in various states of India	9,000	100%
3.	Providing better health facilities to leprosy affected and other poor people by constructing and equipping operation theatre and maternity block in The Leprosy Mission hospitals, Chhattisgarh, Uttar Pradesh and Tamil Nadu	1,500	90%
4.	Construction & renovation of Gandhi Memorial Hospital (a Government Hospital) affiliated to Shyam Shah Medical College in Rewa, Madhya Pradesh	60,000	60%
5.	Part-funding for Community based program for control of Sickle cell diseases and Thalassemia in the 30 districts of Odisha	1,00,000	80%
6.	Construction of blood bank cum administrative block and upgradation of blood bank equipment at Andhra Pradesh	5000	90%
7.	Construction of radiotherapy unit in Virat Hospice, run under Brahmishi Mission Samiti, to support to the terminally ill cancer patients in Madhya Pradesh	100	100%
8.	Construction of Integrated muscular dystrophy and rehabilitation center 'Manav Mandir' (third floor) at Himachal Pradesh	700	80%
9.	Providing medical equipment and instrument in District Hospital and 7 Public Health Center at Sikkim	2,000	90%
10.	Construction / extension of staff quarter for medical department and Modular prefabricated housing (quarter) for teachers at Kiphire, Nagaland	200	40%
11.	Improvement of health services and renovation & construction in Primary Health Centre, Primary Sub Health Centre, Community Health Centre and District hospital in Mamit, Mizoram	5,000	80%
12.	Solar powered solutions in the areas of education, healthcare, portable and smart model anganwadis in Bihar	500	90%
13.	Construction of Sewage Treatment Plant in Advanced Center for Treatment, Research and Education in Cancer (ACTREC), Tata Memorial Center, Khargahr, Navi Mumbai	NA	NA
14.	Providing food to migrant labourers/ family members engaged at construction/ sub stations, poor people, daily wage labourers etc. due to lockdown in view of the outbreak of pandemic corona virus COVID-19	1,00,000	90%
15.	Construction of 100 bedded waiting hall for the attendant of patients, multipurpose hall and incubation center at Sadar Hospital and procurement & installation of 25 nos. of incubators at district hospital and PHCs in Bihar	1,000	90%
16.	Providing REC-Zodawn Mobile Health Clinics Van and emergency ambulance for 12 villages in churachandpur, Manipur	3,000	90%
17.	Construction of 200 bedded rest room (Vishram Sadan) for patient's attendants in Sri Krishna Medical College & Hospital in Bihar	1,000	90%
18.	Renovation of 50 nos. Anganwadi Centers (AWCs) and providing containers for storing food grains, LPG gas connection & setting up of Antenatal care corners in 1125 nos. AWCs in Bihar	5,000	90%
19.	Procurement of Blood Bank equipment for separating the blood components' in District Hospital, Machilipatnam, Krishna district, Andhra Pradesh	1,000	90%
20.	Distribution of 3400 nos. of aids and appliances to specially-abled persons across the country in Karnataka, Bihar, Jharkhand, Uttar Pradesh and Andhra Pradesh	3,400	100%



Sl. no.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
21.	Procurement of Cold Chain Equipment (CCE) for COVID-19 Vaccination program in Dadra & Nagar Haveli, Nagaland and West Bengal	10,000	60%
22.	Procurement, installation & commissioning of blood bank equipment/items at Indian Red Cross Society (IRCS) in Telangana	2,000	90%
23.	Strengthening cancer screening and basic cancer care services in 14 districts of Bihar	1,50,000	90%
24.	Procurement, installation & commissioning of Digital Subtraction Angiography machine in Rajasthan	500	80%
25.	Assistance for repair and maintenance of the 132 toilets in the government schools constructed under REC CSR support in Punjab	3,500	100%
26.	Construction of 140 bedded home (Block-B & Part Block-C of Anandam) - A home for the homeless sick, destitute, unknown & elderly people in Rajasthan	140	100%
27.	Installation of 1700 liters per minute oxygen generation plant (full assembly) and 150 kV generator plant in Maharashtra	100	90%
28.	Installation of 1000 LPM oxygen generation plant, procurement of 22 oxygen concentrators and 200 semi fowlers beds to strengthen COVID care/health care facilities at Base Hospital, Pithoragarh, Uttarakhand	100	90%
29.	Providing packed lunch facility daily to 300 nos. of doctors and health staffs deployed in Safdarjung Hospital, New Delhi	300	30%
30.	Installation of PSA (Pressure Swing Adsorption) Oxygen plant, oxygen pipelines, Beds/ICU equipment, Type-D Ambulance for referral cases and mobile blood donation van at Community Health Centre (CHC), Hunterganj, Chatra	100	90%
31.	Installation of 1000 litres per minute oxygen generation plant and 100 KVA DG set at District Hospital, Baran	100	90%
32.	Installation of 400 LPM oxygen generation plant and DG set of 62.5 KVA at Civil Hospital (Community Health Center), Dalhousie	100	90%
33.	Setting up 2 Nos. of electrical cum gas operated (Hybrid) Crematorium in Jhansi, UP	NA	NA
34.	Up-gradation of the District Hospital, Mon by procurement of the medical equipment to strengthen health care services at District Hospital	500	90%
35.	Establishment of Oxygen ventilators, ALS Ambulance, and ICU patients beds at Govt. Charak Hospital, Ujjain, Madhya Pradesh, to be implemented by Indian red cross Society, Ujjain	2,000	90%
36.	Providing medical equipment at various government hospitals in Alwar, Rajasthan, to be implemented by Rajasthan Medicare Relief Society	2,000	90%
37.	Setting up of 10 Bedded ICU for paediatric and neo natal section, Medical equipment for 20 bedded service in District Hospital, Chaibasa, Jharkhand	500	90%
38.	Installation and commissioning of 32 slice CT Scan Machine at New District Hospital, Yadgir, Karnataka	200	90%
39.	Improving Screening for Cervical Cancer through Empowering Communities in UP	4,000	90%
40.	Survey and repair of 12347 toilets constructed during 2014-15 under Swachh Vidyalaya Abhiyan (SVA) by REC' in 5 states Uttar Pradesh, Bihar, Rajasthan, Telangana and Madhya Pradesh	3,00,000	100%
41.	Installation of 275 nos. of hand pump in district Shrawasti	500	100%
42.	Supporting for installation of 20 nos. of water ATM machines at Kumbh Mela site & at various iconic places in India	10,000	80%



Sl. no.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
43.	Installation of 200 nos. of Reverse Osmosis water treatment plant with 500 liters overhead storage tank and 1 HP electrical pump in 200 nos. of Aanganwadi Kendra/ primary school in Purnea district, Bihar	5,000	100%
44.	Adopting a slum for ensuring cleanliness of the slum-drinking water, sanitation, toilets, IEC campaigning, etc. under Swachhta Action Plan (SAP)	500	80%
45.	Construction of compound walls and providing gates in 24 nos. of government schools in Andhra Pradesh	700	100%
46.	Transforming school education by providing projectors, water facilities, furniture, white boards & markers, infrastructure support in schools & hostels, improvement of science laboratories etc.in Chandel Manipur	1,000	90%
47.	Infrastructure development by construction of auditorium in Govt. Higher Secondary School, in Kerala	50	100%
48.	Providing water purifier in govt. schools and initiating Super 30 for HSC (Higher Secondary Certificate) appearing students in Odisha	300	100%
49.	Transforming school education by providing equipment, teachers' training, increasing female literacy, providing drinking water in govt. schools, etc.in Mamit Mizoram	5,000	100%
50.	Construction of boys hostel (second floor) for 75 tribal children at Sandalpur village and providing support for studies, food and other basic necessities to 150 residential girls at Parivaar Bengal Residential Institution in Barkalikapur village	225	100%
51.	Setting up Research & Rehabilitation Center (third floor), boundary wall with gate and playground at Research and Rehabilitation Centre for specially abled children in Himachal Pradesh	100	80%
52.	Transforming school education by upgrading the infrastructure of 15 Govt. primary schools, 1 Govt. higher school & 1 Govt. senior secondary school by repairing, renovating classrooms; redesigning kitchen, boundary walls, electrical wiring/ providing internet, procurement of water cooler, almirahs, cutlery, converting class rooms in to smart class rooms, providing play equipment, school library, science/ mathematics laboratory, etc. in Himachal Pradesh	3,000	100%
53.	Providing training to 10,000 candidates for appearing in competitive exams in Haryana	10,000	100%
54.	An innovative mobile school for imparting education to 462 nos. of deprived children belonging to migrant labourers residing in various slums in Gurugram, Haryana	462	100%
55.	Construction of 53 nos. of additional classrooms in 32 nos. of Government schools in Gajapati, Odisha	1,000	100%
56.	Assistance for construction of residential building (G+2) for 150 tribal girls at Sehore district, Madhya Pradesh and providing support for studies, food and other basic necessities to 11 Seva Kutirs comprising approx. 1541 children	1,541	100%
57.	Assistance for construction of a building for providing value education' in Haryana	1,000	60%
58.	Construction of 2 hostel tower (G+9) with furniture, fixtures, landscaping, external lighting & approach road for post graduate students and installation of grid connected 100kWp roof top solar PV Panel under School of Medical Research and Technology (SMRT) on IIT, Kanpur	72	80%
59.	Construction of hostel building for Scheduled Tribes/ vulnerable/ weaker section of the society in Kelwada (Kumbhalgarh) village, Rajsamand district, Rajasthan,	100	100%
60.	Job oriented skill development training (residential) to specially abled and economically weaker section beneficiaries across India	350	100%



Sl. no.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
61.	Job oriented skill development training to 2000 no. of beneficiaries belonging to economically weaker section of the society in Maharashtra.	2,000	100%
62.	Job oriented skill development training (residential) program to 1200 beneficiaries belonging to EWS/SC/ST/ women etc. in Madhya Pradesh	1,200	100%
63.	Job oriented skill development training to 1100 unemployed youths belonging to SC/ST/OBC/Women/Minority/EWS/ Underprivileged across India	1,100	100%
64.	Providing job oriented skill development training to 1000 nos. of beneficiaries belonging to economically weaker section in UP	1,000	100%
65.	Providing skill development training and distribution of equipment kit for self-employment to 500 nos. of women belonging to economically weaker section in Aurangabad district, Maharashtra	500	100%
66.	Providing job oriented skill development training to 2500 nos. of people belonging to SC/ST/OBC/Women/Minority/EWS at various locations in India	2,500	100%
67.	Providing job-oriented Skill development training to 360 nos. of beneficiaries belonging to SC/ST/OBC/ Women/ EWS etc. in Madhya Pradesh	360	100%
68.	Free distribution of seeds (Rabi season) to farmers residing in draught prone area in Maharashtra.	9,225	100%
69.	Installation of 2 MW SPV system in at various locations at campus of IIM, Tiruchirappalli	NA	NA
70.	Installation of 0.25 MW SPV system and LED lights at various locations at Sambalpur University Campus, Odisha	NA	NA
71.	Providing sustainable energy systems for SMARTGRAM initiative of Rashtrapati Bhawan in forty five villages of Haryana	NA	NA
72.	Conservation & sustainable management of bio resources of Andhra Pradesh	NA	NA
73.	Installation of 1 MWp SPV system at various locations at campus of Madurai Kamaraj University, Tamil Nadu	NA	NA
74.	Installation of 2 MWp SPV system at various locations on campus of Acharya Nagarjuna University, Andhra Pradesh	NA	NA
75.	Construction and operation of shelter home with wellness facility (60 seaters) for the care of the elderly in Ladakh, Jammu & Kashmir	60	100%
76.	Farmer-Centric Integrated Watershed Management for Improving Rural Livelihood in Andhra Pradesh and Telangana	10,000	100%
77.	Community development awareness program for ultimate utilization of the naturally available nutrition, food and energy around the communities in Meghalaya and Nagaland	3,000	90%
78.	'Construction of multipurpose hall cum indoor stadium in Somdal village of Ukhul district, Manipur	500	90%
79.	Rural Development Works like construction of community hall, PCC Road, Conduits, Yatri Shed, installation of LED Lights, RO Plants etc. in Bihar	10,000	80%
80.	Broad basing of Sports and promotion of excellence in sports in India	250	80%
81.	Undertaking reconstruction and restoration of Govt Schools and Govt. Health Centres in various district of Uttarakhand.	4,000	100%
82.	Contribution to PM CARES Fund	NA	NA

*NA- Not Applicable



PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Being a NBFC, the Company has adopted a Fair Practices Code in line with the statutory requirements prescribed by RBI. The Code covers in detail a grievance redressal mechanism for consumers to submit their complaints if any. The Board of Directors periodically reviews the status of compliance of Fair practices code and also grievances received under the same. For the financial year 2021-22, no complaints were received under the Fair Practices Code.

The Fair Practices Code of REC can be accessed at <https://recindia.nic.in/uploads/files/Fair-Practices-Code.pdf>

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

The products of the Company are mainly loans for the power sector and hence, the necessary terms & conditions and other legally binding clauses etc. are incorporated in the loan documentation in each case.

3. Number of consumer complaints in respect of the following:

	FY 2021-22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other: Consumer Cases	4	3	-	5	4	-

4. Details of instances of product recalls on account of safety issues:

Not Applicable.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company has a comprehensive risk management policy which essentially covers cyber security and related aspects. The policy is an internal document of the Company available on its intranet.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable.

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

REC offers a gamut of financial services to the entire power sector value chain, for setting up power infrastructure in generation, transmission & distribution, bolstering operational efficiency and implementing innovative technology solutions, by financing State power utilities, State Governments and private sector power developers. The product portfolio, interest rates and related information for customers is available on the Company's website at <https://recindia.nic.in/financial-products>.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

REC has a pan-India presence, with regional offices across the country. At each regional office, the Chief Program Manager



(CPM) is the single point of contact for all borrowers in the State and for any concern over the products and services offered by the Company. Contact details of regional offices/CPMs are available at <https://recindia.nic.in/contact>. The Company has also displayed consumer awareness literature on its website at <https://recindia.nic.in/financial-products>.

Further, REC has an in-house training institute viz. REC Institute of Power Management and Training (RECIPMT), which caters to the training and development needs of engineers and managers of power sector organizations across the country and beyond. RECIPMT undertakes various training programmes including on electrical safety, techno commercial improvement of discom performance, sustainability of power utilities etc. During the financial year 2021-22, RECIPMT conducted a total of 868 training programmes for 20,728 participants, achieving 64,361 training man-days in total.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

REC has implemented Business Continuity and Disaster Recovery Plan for its data center and disaster recovery operations and is also ISO 27001:2013 certified.

Further, under the guidance of Ministry of Power, REC's wholly owned subsidiary, viz. REC Power Development and Consultancy Limited ("RECPDCL") has implemented the Urja Mitra App, which provides a Central Outage Management and notification platform for State power distribution utilities, to disseminate power outage information to urban and rural power consumers across India through SMS, email or push notifications.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company is a NBFC offering financial products, hence it is ensured that adequate disclosures are made to its borrowers through loan agreements and documentation; and through the corporate website at <https://recindia.nic.in/financial-products>.

Being a NBFC, the Company also adheres to *Fair Practices Code* mandated by RBI, which sets out the fair lending practices to be followed with borrowers, in matters relating to application for loans and their processing, loan sanction, disbursement, post-disbursement supervision and grievance redressal mechanism etc. The *Fair Practices Code* is available at <https://recindia.nic.in/uploads/files/Fair-Practices-Code.pdf>.

REC has conducted Customer Satisfaction Survey 2022 of its esteemed customers across the country, comprising of Central and State Government power entities and private players in power space, through Administrative Staff College of India, Hyderabad. The overall Customer Satisfaction Index (CSI) score of the survey was 80%, reposing faith and confidence in the customer-friendly services being extended by REC to its borrowers.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact**
- Percentage of data breaches involving personally identifiable information of customers**

Such instances were Nil for the financial year 2021-22.

For and on behalf of the Board of Directors



Vivek Kumar Dewangan
Chairman & Managing Director
(DIN: 01377212)

Place : Gurugram
Date : August 20, 2022



ANNEXURE TO BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability REC conducts its business activities with utmost importance to ethics, transparency and accountability. The various policies, codes and rules framed in this regard include:-																		
	<table border="1"> <thead> <tr> <th>Name of the Policy</th> <th>Weblink</th> </tr> </thead> <tbody> <tr> <td>Internal Guidelines on Corporate Governance</td> <td>https://recindia.nic.in/uploads/files/Final---Internal-Guidelines-on-Corporate-Governance.pdf.</td> </tr> <tr> <td>Policy for Prevention of Fraud</td> <td>https://recindia.nic.in/uploads/files/Revised-Fraud-Prevention-Policy-310122.pdf.</td> </tr> <tr> <td>Whistle Blower Policy</td> <td>https://www.recindia.nic.in/uploads/files/Whistle_Blower_Policy.pdf.</td> </tr> <tr> <td>Code of Business Conduct and Ethics</td> <td>https://www.recindia.nic.in/uploads/files/Code_Business_Conduct_Ethics.pdf.</td> </tr> <tr> <td>Fair Practices Code</td> <td>https://recindia.nic.in/uploads/files/Fair-Practices-Code.pdf</td> </tr> <tr> <td>Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions</td> <td>https://recindia.nic.in/uploads/files/RPT-Policy-of-REC-dated-150722.pdf.</td> </tr> <tr> <td>Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and their Immediate Relatives and for Fair Disclosure</td> <td>https://www.recindia.nic.in/uploads/files/cs-revised-insider-trading-code-submitted-to-stock-exchanges-dt070619.pdf</td> </tr> <tr> <td>Policy on 'fit & proper' criteria of Directors</td> <td>https://recindia.nic.in/uploads/files/Amended---Policy-on-Fit--Proper-Criteria.pdf</td> </tr> </tbody> </table>	Name of the Policy	Weblink	Internal Guidelines on Corporate Governance	https://recindia.nic.in/uploads/files/Final---Internal-Guidelines-on-Corporate-Governance.pdf .	Policy for Prevention of Fraud	https://recindia.nic.in/uploads/files/Revised-Fraud-Prevention-Policy-310122.pdf .	Whistle Blower Policy	https://www.recindia.nic.in/uploads/files/Whistle_Blower_Policy.pdf .	Code of Business Conduct and Ethics	https://www.recindia.nic.in/uploads/files/Code_Business_Conduct_Ethics.pdf .	Fair Practices Code	https://recindia.nic.in/uploads/files/Fair-Practices-Code.pdf	Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions	https://recindia.nic.in/uploads/files/RPT-Policy-of-REC-dated-150722.pdf .	Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and their Immediate Relatives and for Fair Disclosure	https://www.recindia.nic.in/uploads/files/cs-revised-insider-trading-code-submitted-to-stock-exchanges-dt070619.pdf	Policy on 'fit & proper' criteria of Directors	https://recindia.nic.in/uploads/files/Amended---Policy-on-Fit--Proper-Criteria.pdf
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	In addition to the above, there are other policies and rules, which are internal documents of the Company and are accessible to the employees of the Company on Intranet.																		
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle. The Company is a NBFC offering financial products, which include loans to renewable energy projects for environmental sustainability. Details of the Company's products & services are available at https://www.recindia.nic.in/financial-products . Further, CSR Policy of the Company is available at https://recindia.nic.in/uploads/files/REC-CSR-Policy-07-12-2021.pdf .																		
P3	Businesses should promote the well-being of all employees The Company has adopted various employee-oriented policies in line with the general laws and regulations and sound ethical practices. Such policies are normally approved by the Board of Directors and are accessible to the employees of the Company on the intranet.																		
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized The Company respects the interest of all its stakeholders, including those who are disadvantaged, vulnerable & marginalized. The Company works towards inclusive growth through its CSR Policy approved by the Board of Directors. The CSR Policy is available at https://recindia.nic.in/uploads/files/REC-CSR-Policy-07-12-2021.pdf .																		
P5	Businesses should respect and promote human rights REC strives to safeguard and uphold human rights in all ways possible. The Company has a Code of Business Conduct & Ethics for its Board Members and Senior Management, which, <i>inter-alia</i> , casts moral imperative on the members of senior management to keep in mind the safety and protection of human life and environment and also to avoid discrimination on any grounds. The said Code is available at https://www.recindia.nic.in/uploads/files/Code_Business_Conduct_Ethics.pdf .																		
P6	Businesses should respect, protect and make efforts to restore the environment As a financial institution in the power sector, REC has been increasingly supporting the development of renewable energy space. REC's financing norms for renewable energy are available at https://www.recindia.nic.in/renewables .																		
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner Being a key financial institution of power sector, REC plays an active and responsible role in matters concerning public & regulatory policy. REC's interactions with public at large can be followed through its various social media handles.																		
P8	Businesses should support inclusive growth and equitable development REC has various policies to support inclusive growth and equitable development of all its stakeholders, including public procurement policy for MSMEs (https://www.recindia.nic.in/uploads/files/Public_Procurement_Policy.pdf), equal opportunity policy for its employees (available on REC intranet), attractive lending rates for green-energy projects (https://www.recindia.nic.in/renewables) and also CSR policy (https://recindia.nic.in/uploads/files/REC-CSR-Policy-07-12-2021.pdf).																		
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner REC has a Board-approved 'Fair Practices Code' in place, to ensure that fair and transparent practices are followed by the Company while dealing with customers in its lending operations. The Code is available at https://www.recindia.nic.in/uploads/files/Fair-Practices-Code.pdf .																		

All policies & processes are reviewed by the Board of Directors/senior management from time to time.