



8.2 Recruitment and Employment

Our people are the driving force behind everything we achieve. Closing out FY 2026, our team grew to 590 full-time professionals, 623 other than permanent professionals across various regions in India. REC thrives on a culture of inclusion and continuous growth - cultivating a rich blend of backgrounds and expertise that fuels our creative, customer focussed approach.



Total employee headcount in FY 2025-26 (as on 31st March 2026)								
Sr. No.	Category	Unit	Number of Employees in FY 2025-26					
			Age Group					
			<30		30-50		>50	
			Male	Female	Male	Female	Male	Female
Permanent Employees								
1	Management Staff	Nos.	41	3	395	74	58	7
2	Other Employees (Non- management Staff)	Nos.	0	0	5	0	4	3

Total employee headcount in FY 2024-25 (as on 31st March 2025)								
Sr. No.	Category	Unit	No. of Employees in FY 2024-25					
			Age Group					
			<30		30-50		>50	
			Male	Female	Male	Female	Male	Female
Permanent Employees								
1	Management Staff	Nos.	55	11	353	62	66	7
2	Other Employees (Non- management Staff)	Nos.	0	0	7	0	9	3

Note: This report provides a detailed classification of permanent employees only, as non-permanent employees are managed under the contractor. However, we ensure that all facilities, well-being initiatives, and career progression measures are equally extended to non-permanent employees.

To ensure strong alignment with our core values, we integrate personality profiling to better understand each applicant's work style and preferences. Guided by our people-centric culture, our target is to optimize talent matching by connecting top-tier professionals across diverse sectors with the right opportunities

8.3 Attracting and Retaining Employees

Our strength lies in our people and the talent they bring. Their dedication fuels our tradition of excellence and ensures customers receive the highest quality experience. We insist on fair compensation, labour rights, and fostering strong labour management relations. At the same time, we invest in continuous skill development, empowering our workforce to grow and thrive.

8.4 Employees turnover

Our approach results in an engaging and inspiring environment for employees, allowing them to realise their career aspirations. We foster proactive talent development, offer targeted technical and functional support and work to strengthen our leadership capabilities. We also support the growth of a strong workforce by nurturing a pipeline of industry experts and future leaders, developing skills for sustained success. Similarly, we seek to attract local talent and industry experts to support growth in all our markets.



Note: During the financial year 2025-26, a total of 17 employees separated from the company, out of which 15 separated due to superannuation and 2 separated due to other reasons.

8.5 Parental Leave

Guided by our vision of building a workplace where we enjoy working and thrive together, and aligned with Sustainable Development Goal 8 on decent work, REC is dedicated to creating a supportive environment for employees and their families. We aim to enhance quality of life—especially for new parents and their little ones - by offering paid parental leave in accordance with government regulations to all qualified staff. This ensures a healthy start for children while supporting the well being of working parents. In addition, REC aims to align its HR practices with leading industry standards and those of other Maharatna CPSEs. , includes flexible work hours, study leave, sabbatical opportunities, employee recognition programs, and more - each designed to foster growth, balance, and long term engagement.

Employee Leave Benefits



8.6 Diversity, Equity & Inclusion (DEI)

At REC, we believe a diverse and inclusive workforce strengthens decision-making, problem-solving, and innovation. Reflecting the communities we serve, our teams benefit from a wide range of experiences and perspectives, which are essential in navigating a complex business environment.

Gender diversity remains a key focus, and we are committed to ensuring equal opportunities, including equal pay and leadership pathways for women. Empowering women is not only the right thing to do—it also drives economic growth and social progress beyond our organization.

Information on employee diversity

Employee count in diversity category in FY 2025-26										
S. No	Category	Unit	Employees in FY 2025-26							
			Age Group						Gender	
			<30		30-50		>50			
			Male	Female	Male	Female	Male	Female	Male	Female
1	Number of employees within the organization's governance bodies (Board)	Count	0	0	1	0	4	1	5	1
2	Number of employees in senior management	Count	0	0	0	0	14	2	14	2
3	Number of employees in junior management	Count	41	3	400	74	48	8	489	85
Total (excluding Board level employees)									503	87



Women Ratio:
14.75%

At 14.75% and growing. We are taking deliberate steps to significantly increase female representation and foster true gender diversity across REC.



8.7 Inclusivity for People with Disabilities

At REC, inclusivity is at the heart of our workforce. We take pride in being an employer that welcomes and supports persons with disabilities, with 14 permanent employees already part of our team. To empower them, we have introduced initiatives such as accessible workplaces, providing tailored training programs and dedicated support staff - ensuring they have the tools and environment needed to thrive.

Our strategy for diversity and inclusion focuses on eradicating all forms of discrimination and ensuring that individuals from diverse backgrounds have the opportunity to thrive. We strive to attract local talent and industry specialists to foster growth in all our markets and segments. We value diversity throughout our organisation and recruit to establish a workforce that is both representative and inclusive. We enforce policies and initiatives that ensure equal opportunities for all individuals, free from discrimination. We ensure that REC respects human rights by exercising due diligence, as outlined in the UN Guiding Principles for Business and Human Rights, which include the right to non-discrimination.



8.8 Non-Discrimination

Qualified candidates are most attracted to organizations that reward merit with clear opportunities for financial growth—independent of gender, nationality, or background. Organisations that offer equal compensation and embrace diversity gain access to a wider talent pool and are better positioned to retain skilled professionals. At REC, we are committed to cultivating a workplace built on fairness and mutual respect, where harassment has no place and every individual can thrive.

Incidents of discrimination and corrective actions taken

We expect our employees to comply with all local laws against discrimination; however, REC's ethical values extend beyond legal requirements. All our employees have a responsibility to support and promote our Principles of Conduct. We take all allegations very seriously and conduct appropriate investigations. This process is managed locally in all locations where REC operates.



8.9 Equal Pay

Ratios of standard entry-level wages by gender compared to the local minimum wage

At REC Limited, we are committed to promoting gender equality and pay equity as key priorities within our ESG strategy. We conduct annual compensation assessments to identify and address disparities, ensuring fair and inclusive remuneration practices throughout our workforce.

REC continues to strengthen its initiatives around equitable pay, including transparent salary benchmarking and targeted programs to support gender diversity. These efforts demonstrate our commitment to continuous improvement and alignment with global ESG best practices, reinforcing our dedication to fairness and inclusion.