



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

From: M. Sridhar
Executive Director (HR)
Corporate Office
New Delhi

To: Head of all Units

No. AA/HR/G/24/1
Dt. 20.03.2026

Sub: Whistle Blower Policy

1. Please refer to Corporate HR Circular No. 024/LLX/2014 dated 16.9.2014 (copy enclosed) on the aforesaid subject vide which CMD has nominated Director (HR) as the Competent Authority to receive and deal with complaints under this policy. The name and contact details of Competent Authority under the Policy were notified from time to time.
2. Shri Krishna Kumar Thakur, Former Director (HR)/ Competent Authority, BHEL is relieved of the charge of the post of Director (HR), BHEL, New Delhi w.e.f. 19.03.2026.
3. Vide office order no. 03/2026 dated 19.03.2026, Shri Tajinder Gupta, Director (Power), BHEL will hold the additional charge of the post of Director (HR), BHEL.
4. Therefore, for the purpose of Whistle Blower Policy, the contact details of Competent Authority w.e.f 19.03.2026 are as under:-

*Shri Tajinder Gupta, Director (Power) - Additional Charge (Human Resources)
Competent Authority
Corporate Office, BHEL, Siri Fort, New Delhi-110049
Phone No. 011-26001002
E-mail: tgupta@bhel.in*

5. This may be brought to the notice of all the employees.

(M. Sridhar)
Executive Director (HR)

Cc: SA to CMD
SA to Director (Power)-Additional Charge(HR)/(IS&P)/(Finance)/(E, R&D)
All HR Heads
Co. Secretary

Encl: As above



भारत हेवी इलेक्ट्रिकल्स लिमिटेड

Bharat Heavy Electricals Limited

From: B. Shankar, ED (HR & CC), Corporate Office, New Delhi

To: **Heads of Units**

No. AA/HR/G/24/1

Dated: 16.9.2014

Corporate HR Circular No. 024/LLX/2014

Sub: Whistle Blower Policy

1.1 In pursuance of the Guidelines on Corporate Governance for Central Public Sector Enterprises issued by the Department of Public Enterprises vide OM dated 14.5.2010, clause 49 of the Listing Agreement between listed Companies and the Stock Exchanges and section 177 of the Companies Act, 2013, a Whistle Blower Policy for BHEL has been approved by the Board of Directors in its 464th meeting held on 12.8.2014.

1.2 This Policy provides for a mechanism for employees to report to the management, concerns about unethical behaviour, actual or suspected fraud, or violation of the Company's general guidelines on conduct or ethics. This mechanism also provides for adequate safeguards against victimization of employees who avail of the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases.

2. A copy of the approved Whistle Blower Policy is enclosed.

3.1 As per clause 3(c) of the Policy, 'Competent Authority' means the Chairman & Managing Director (CMD) or any Functional Director nominated by CMD to receive and deal with complaints under this policy from time to time.

3.2 Accordingly, CMD has nominated Director (HR) as the Competent Authority to receive and deal with complaints under this policy.

3.3 The contact details of Director (HR)/ Competent Authority are as under:

Shri R. Krishnan, Director (HR)
Corporate Office, BHEL, Siri Fort, New Delhi-110 049
Phone No. 011 26001003, E-mail: rkrishnan@bhel.in

4.1 Clause 6(iii) of the Policy provides that, 'If the Whistle Blower believes that there is a conflict of interest between the Competent Authority and the subject matter of the complaint, then he may send the complaint directly to the Chairman, Audit Committee...'

4.2 The contact details of Chairman, Audit Committee are as under:

Ms. Harinder Hira, Chairperson, Audit Committee
C/o Company Secretary, BHEL, Siri Fort, New Delhi -110 049
Phone No. 0177-2841900, E-mail: hhira52@gmail.com

5. The Whistle Blower Policy of BHEL has come into force w.e.f. 16.9.2014.

6. The contents of this Circular/Policy may be brought to the notice of all the employees.

Note: The Hindi version of the Circular/Policy is being issued separately.


(B. Shankar)
ED (HR & CC)

Cc: Director (HR) / Co. Secretary
Encl: As above