



# भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

(भारत सरकार का उपक्रम / A Government of India Undertaking)

CIN: L74899DL1964GOI004281

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

To: Head of all Units

No. AA/HR/G/24/1

Dt. 01.04.2026

## Corporate HR Circular No. 004/2026

### Sub: Whistle Blower Policy

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 464<sup>th</sup> meeting held on 12.8.2014.
2. The Whistle Blower Policy of BHEL has come into force w.e.f. 16.9.2014.
3. 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.
4. 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.
5. Accordingly, CMD has nominated Director (HR) as the Competent Authority to receive and deal with complaints under this policy.
6. The contact details of Director (HR)/ Competent Authority are as under:  
*Shri Tajinder Gupta, Director (Power) - Additional Charge Director (Human Resources)*  
Competent Authority  
Corporate Office, BHEL, Siri Fort, New Delhi-110049  
Phone No. 011-26001002  
E-mail: [tgupta@bhel.in](mailto:tgupta@bhel.in)
7. 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....'
8. The contact details of Chairman, Audit Committee are as under:  
*Shri Ramesh Patlya Mawaskar*  
Chairperson-Audit Committee  
C/o Company Secretary  
BHEL, SIRI Fort, New Delhi-110049  
Phone: 011-66337000  
E-mail: [chairman\\_auditcommittee@bhel.in](mailto:chairman_auditcommittee@bhel.in)

9. This may be brought to the notice of all the employees.
10. This circular is issued in both Hindi and English versions. In the event of any inconsistency, conflict, or ambiguity between the two versions, the English version shall be treated as the authentic and authoritative text.



(M. Sridhar)  
Executive Director (HR)

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