

4.1 Language in which Information Manual/ Handbook Available

4.1.1

The following manuals / handbooks are available in English

• Annual Reports	https://www.hal-india.co.in/investors/annual-report
• Financial results	https://www.hal-india.co.in/investors/financial-results
• HAL Product Brochures	https://hal-india.co.in/products
• HR Manuals	https://www.hal-india.co.in/human-resources
• Equal Opportunity Policy Under The Rights Of Persons With Disabilities Act, 2016	https://hal-india.co.in/backend/wp-content/uploads/2022/12/Equal-Opportunity-Policy-for-PWDs.pdf
• Manuals of Department of Expenditure	https://www.hal-india.co.in/vigilance/manual-and-policy
• HAL Vigilance Manual	https://www.hal-india.co.in/vigilance/manual-and-policy
• CVC Vigilance Manual	https://www.hal-india.co.in/vigilance/manual-and-policy
• HAL Whistle Blower Policy	https://www.hal-india.co.in/vigilance/manual-and-policy
• CSR Policy	https://hal-india.co.in/backend/wp-content/uploads/2025/04/CSR_Policy.pdf
• CSR Project	https://hal-india.co.in/backend/wp-content/uploads/2023/05/CSRProjectsfor2023-24.pdf
• Annual Secretarial Compliance report	https://www.hal-india.co.in/investors/annual-secretarial-compliance-report
• Other Codes and Policies	https://www.hal-india.co.in/investors/code-and-policies
• Purchase Manual	https://hal-india.co.in/backend/wp-content/uploads/2024/05/Purchase-Manual-with-Amdt-1_wv.pdf
• Works Manual	https://hal-india.co.in/backend/wp-content/uploads/2024/05/worksmanual2023.pdf
• Bio-Medical Waste Management Record	https://www.hal-india.co.in/bio-medical-waste-management-record

4.1.2

The following manuals / handbooks are available in Hindi

<ul style="list-style-type: none">• Annual Reports (2018-19 to 2023-24)	<p>https://hal-india.co.in/backend/wp-content/uploads/2024/07/A.R-2024_HAL_HINDI_Small-size.pdf</p> <p>https://hal-india.co.in/backend/wp-content/uploads/2023/07/Report-22-23-HINDI-FINAL-Version.pdf</p> <p>https://hal-india.co.in/backend/wp-content/uploads/2023/07/Hindi-Annual-Report_2022-1.pdf</p> <p>https://hal-india.co.in/backend/wp-content/uploads/2023/07/HAL_AR-20-21-HINDI.pdf</p> <p>https://hal-india.co.in/backend/wp-content/uploads/2023/07/78174_Hal-Hindi_2019-20_Low.pdf</p> <p>https://hal-india.co.in/backend/wp-content/uploads/2023/07/168980_HAL_Full-File_R1-A-R-20118-19-04.11.2019-.pdf</p>
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