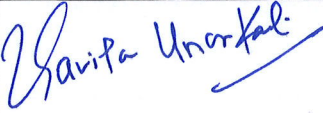


POSH POLICY (PREVENTION OF SEXUAL HARASSMENT)		
Policy No.	Effective From	Review Frequency
PFT/POL/HR/6.0	1 st April 2025	Annually
Prepared & Reviewed By		Approved By
		
Kavita Unarkat General Manager HR		Akash R. Dhuri Director

Applicability: All in the Organisation

PURPOSE

To provide an environment that enables employees to work without fear of prejudice, gender bias and Sexual Harassment. Every employee in the Company should be treated with Dignity and Respect.

SCOPE

- This policy applies to all categories of Employees of the Company, including permanent management and workmen, temporaries, trainees and employees on contract at its workplace.
- The workplace includes all offices or other premises where the company's business is conducted.

COMMITTEE

A committee has been constituted by the management to consider and redress complaints of sexual harassment pertaining to the offices / administrative units / businesses of the Company.

The Chairman and the members of the committee are as follows: -

- Ms. Smita Jhanwar - Chairperson
- Dr. Ashwini Bhalerao Gandhi- Deputy Chairperson (External Committee member)
- Mr. Dipyaman Baral-Member
- Ms. Lincy John-Member

A quorum of three members is required to be present for the proceedings to take place. The quorum should include the Chairperson and at least two members, one of whom shall be a lady.

Above formed committee should ensure that the grievances/ redressal is solved as per the process laid in Vishaka guidelines under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Also, committee should ensure that at least one meeting is conducted in a financial year for creating awareness.

XXXXXXXXXXXXXXXXXX