

PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

The Company has zero tolerance towards sexual harassment at the workplace and as per the requirement of the Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act'2013 ["POSH Act"] and Rules made thereunder, your Company has constituted Internal Committee [IC] at Corporate Office for prevention and prohibition of Sexual Harassment and redressal against complaints of Sexual Harassment of working women at the workplace. While maintaining the highest governance norms, the Company has appointed External Independent persons who worked in this area and have the requisite experience in handling such matters, as Chairpersons of the Committee. This Internal Complaints Committee has the power/ jurisdiction to deal with complaints of Sexual Harassment of working women as per the rules specified therein. All the employees (permanent, contractual, temporary, trainees) are covered under this policy. During the Financial Year 2017-18, no such complaints were received across the organization.

Your Company believes in providing Equal Opportunity/ Affirmative Action. It has a Policy on Affirmative Action and a Policy on Prevention of Sexual Harassment to ensure a harassment free workplace for the employees. Sexual Harassment cases are dealt with as per the Company Policy on Prevention of Sexual Harassment and applicable laws. Communication is sent to all employees on a regular basis on various aspects of prevention of Sexual Harassment at work through e-articles and other means of communication.