

POLICY ON PREVENTION OF SEXUAL HARASSMENT (POSH)

The Company is committed to providing a safe, respectful and inclusive working environment for all its employees and to maintaining a workplace free from sexual harassment and any form of inappropriate conduct.

The Company has adopted the **Policy on Prevention of Sexual Harassment (POSH)** in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and the rules made thereunder, as amended from time to time.

Our Commitment

The Company is committed to:

- Preventing and prohibiting sexual harassment at the workplace.
- Providing a safe, professional and respectful working environment to its employees.
- Maintaining appropriate standards of dignity, equality and professional conduct.
- Providing a clear and effective mechanism for reporting and addressing complaints of sexual harassment.
- Ensuring that complaints are handled in a fair, impartial and timely manner.
- Maintaining confidentiality of complaints and proceedings to the extent required under applicable law.
- Protecting persons who make complaints or participate in proceedings from retaliation, intimidation or victimisation.

Scope of the Policy

The Company's POSH Policy applies to employees and other persons covered within the scope of applicable law. The Company expects all employees to maintain appropriate standards of professional behaviour and to treat colleagues and other persons with dignity and respect.

The Policy extends to conduct occurring at the workplace or in circumstances connected with employment, as prescribed under applicable law.

Internal Committee

The Company shall constitute an **Internal Committee (IC)** in accordance with the applicable provisions of the POSH Act, 2013, wherever required.

The Internal Committee shall be responsible for receiving complaints of sexual harassment, conducting inquiries in accordance with applicable law and making appropriate recommendations based on its findings.

Complaint and Redressal

The Company provides a mechanism through which an eligible person may submit a complaint of sexual harassment in accordance with the procedure prescribed under the Policy and applicable law.

The Company shall ensure that complaints are dealt with through the prescribed process and that the parties involved are provided the applicable opportunity to present their respective submissions during the inquiry.

The Company shall take appropriate action based on the recommendations of the Internal Committee and in accordance with applicable law.

Confidentiality and Protection

The Company is committed to maintaining confidentiality regarding complaints, proceedings, identities of the parties and other information relating to the inquiry, to the extent prescribed under applicable law.

The Company does not tolerate retaliation, intimidation or victimisation against any person for making a complaint or participating in proceedings under the Policy.

Awareness and Prevention

The Company shall endeavour to create awareness among its employees regarding the prevention of sexual harassment and the rights and responsibilities arising under the POSH Act, 2013 and the Company's Policy.

The Company expects all employees to cooperate in maintaining a workplace based on dignity, respect, equality and professional conduct.

Policy Review

The Company shall review and update the Policy from time to time to ensure continued compliance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, the rules made thereunder and other applicable legal requirements.