

POWERICA LIMITED

ANTI SEXUAL HARASSMENT POLICY

1. TITLE

This policy shall be called the 'Anti Sexual Harassment Policy'.

2. COMMENCEMENT

This Policy extends to all employees of the Company and is deemed to be incorporated in the service conditions of all employees and comes into effect immediately.

3. PURPOSE

3.1 Powerica Limited ("Powerica" or the "Company") is an equal employment opportunity company and is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. The Company also believes that all employees of the Company have the right to be treated with dignity. Sexual harassment at the work place or other than work place if involving employees is a grave offence and is therefore punishable.

3.2 The Government of India notified the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act, 2013 ("Act") and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 ("Rules").

4. DEFINITIONS

4.1 "Board" means the Board of directors of the Company.

4.2 "Company" or "Powerica" means Powerica Limited.

4.3 "Employee" means a person employed at a workplace for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the

terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

4.4 “**Indian Penal Code**” means the Indian Penal Code, 1860, as amended.

5. SCOPE

Sexual harassment shall mean and include any of the following:

- (a) unwelcome sexual advances, requests or demand for sexual favours, either explicitly or implicitly, in return for employment, promotion, examination or evaluation of a person towards any company activity;
- (b) unwelcome sexual advances involving verbal, non-verbal, or physical conduct such as sexually coloured remarks, jokes, letters, phone calls, e-mail, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds, display of pictures, signs, verbal or non-verbal communication which offends the individuals sensibilities and affect her/his performance;
- (c) eve teasing, innuendos and taunts, physical confinement against one’s will and likely to intrude upon one’s privacy;
- (d) act or conduct by a person in authority which creates the environment at workplace hostile or intimidating to a person belonging to the other sex;
- (e) conduct of such an act at work place or outside in relation to an Employee of the Company, or vice versa during the course of employment; or
- (f) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature or any gesture by an employee having sexual overtones.

6. COMPLAINT REDRESSAL COMMITTEE- INTERNAL COMPLAINTS COMMITTEE

6.1 An internal complaints committee (“**Committee**”) has been constituted by the Board to consider and redress complaints of Sexual Harassment. The members of the Committee are as follows:

- (a) **Ms. Renu Oberoi- Wholetime Director- Presiding Officer**
- (b) **Mrs. Pradnya Gorde- Head Human Resource**
- (c) **Mrs. Komal Nagdev- Company Secretary**
- (d) **Mr. Gaurav Gupta- Executive Assistant to CMD**

- 6.2 A quorum of 3 (three) members is required to be present for the proceedings to take place. The quorum shall include the presiding officer, at least 2 (two) members, one of whom shall be a lady.

7. REDRESSAL PROCESS

- 7.1 Any employee who feels and is being sexually harassed directly or indirectly may submit a complaint of the alleged incident to any member of the Committee in writing with his/her signature within 3 (three) months of occurrence of the incident.

Provided that where such a complaint cannot be made in writing, presiding officer or any member of the Committee, who shall render all reasonable assistance to him/her for making the complaint in writing.

Provided further that the Committee may for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it satisfied that the circumstances were such which prevented him/her from filing a complaint within the said period.

- 7.2 The Committee will maintain a register to endorse the complaint received by it and keep the contents confidential, if it is so desired, except to use the same for discreet investigation.
- 7.3 The Committee will hold a meeting with the complainant within 5 (five) days of the receipt of the complaint, but no later than a week in any case.
- 7.4 At the first meeting, the Committee members shall hear the complainant and record her/his allegations. The complainant can also submit any corroborative material with a documentary proof, oral or written material, etc., to substantiate his / her complaint. If the complainant does not wish to depose personally due to embarrassment of narration of event, a lady officer for lady employees involved and a male officer for male employees, involved shall meet and record the statement.
- 7.5 Thereafter, the person against whom the complaint is made may be called for a deposition before the Committee and an opportunity will be given to him / her to give an explanation, where after, an "Enquiry" shall be conducted and concluded.
- 7.6 In the event the complaint does not fall under the purview of Sexual Harassment or the complaint does not mean an offence of Sexual Harassment, the same would be dropped after recording the reasons thereof.
- 7.7 In case the complaint is found to be false, the complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Board.

8. ENQUIRY PROCESS

- 8.1 The Committee shall immediately proceed with the Enquiry and communicate the same to the complainant and person against whom complaint is made.

- 8.2 The Committee shall prepare and hand over the statement of allegation to the person against whom complaint is made and give him / her an opportunity to submit a written explanation if she / he so desires within 7 (seven) days of receipt of the same.
- 8.3 The complainant shall be provided with a copy of the written explanation submitted by the person against whom complaint is made.
- 8.4 If the complainant or the person against whom complaint is made desires any witness(es) to be called, they shall communicate in writing to the Committee the names of witness(es) whom they propose to call.
- 8.5 If the complainant desires to tender any documents by way of evidence before the Committee, she / he shall supply original copies of such documents. Similarly, if the person against whom complaint is made desires to tender any documents in evidence before the Committee he / she shall supply original copies of such documents. Both shall affix his / her signature on the respective documents to certify these to be original copies.
- 8.6 The Committee shall call upon all witnesses mentioned by both the parties.
- 8.7 The Committee shall provide every reasonable opportunity to the complainant and to the person against whom complaint is made, for putting forward and defending their respective case.
- 8.8 The Committee shall complete the "Enquiry" within reasonable period but not beyond three months and communicate its findings and its recommendations for action to the human resources department. The report of the committee shall be treated as an enquiry report on the basis of which an erring employee can be awarded appropriate punishment straightaway.
- 8.9 The human resource head will direct appropriate action in accordance with the recommendation proposed by the Committee.
- 8.10 The Committee shall be governed by such rules as may be framed by the Supreme Court orders or any other legislation enacted later on.

9. OTHER POINTS

- 9.1 The Committee may recommend to the human resource head action to transfer or any of the other appropriate disciplinary action.
- 9.2 The Board shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this Policy.
- 9.3 Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the Company shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

- 9.4** The Committee shall analyse and put up report on all complaints of this nature at the end of the year for submission to human resources department.
- 9.5** In the event the Committee finds the degree of offence coverable under the Indian Penal Code then this fact shall be mentioned in its report and appropriate action shall be initiated by the Board for making a police complaint.

10. AMENDMENTS:

This Policy shall be reviewed periodically by the Board and amendments effected to subject to approval of the Board if and when practical difficulties are encountered. However all such amendments are subject to the Act, Rules and any other laws, rules and regulations applicable to the Company, from time to time.

In the event of any inconsistency between this Anti Sexual Harassment Policy and the Act or Rules, the provisions of the Act and Rules shall prevail to the extent of such inconsistency.