

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

The Company has zero tolerance for sexual harassment at workplace and the company has, in place, a Policy for prevention of Sexual Harassment at the Workplace in line with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013. The Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment. All employees (permanent, contractual, temporary, trainees) are covered under this policy. The following is a summary of sexual harassment complaints received and disposed of during the year:

- a) Number of complaints pending at the beginning of the year: Nil**
- b) Number of complaints received during the year: Nil**
- c) Number of complaints disposed off during the year: Nil**
- d) Number of cases pending at the end of the year: Nil**

No cases of child labour, forced labour, involuntary labour and discriminatory employment were reported in the last financial year.