



## **POLICY ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN (POSH) IN PRAKASH PIPES LIMITED**

**Prakash Pipes Limited (“Company”)** is an equal employment opportunity and is committed to provide a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

The Company shall provide healthy working environment that enables employees to work without fear or prejudice, gender bias and a harassment free workplace to all employees without regard to race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability.

In continuation with our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have put together this policy called Prevention of Sexual Harassment at Workplace.

In accordance with this policy, committees and detailed guidelines have been formed to address the issue of sexual harassment at workplace. All employees (permanent, temporary, contract) as well as trainees, visitors to our office premises or service providers are covered under this policy.

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 an employee or employees is a grave offence and is therefore, punishable.

If someone has crossed a line, then refer to the guidelines on Prevention of Sexual Harassment at Workplace and report to chairperson of the Internal Committee.

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