

ANTI-SEXUAL HARASSMENTS POLICY

The Company has in place its Anti-Sexual Harassments Policy, this policy applies to all the employees of the company (both on roll and outsourced), irrespective of their level, across all offices and locations of the Company. This applies equally to relations between superior and subordinates as well as between peers.

All women employees are made aware of this policy by circulating the complete policy and it is ensured that they have read the same by getting their Sign-off. A copy of the Anti-Sexual Harassment Policy is given to all new women employees on joining.

The company has a well-established Committee headed by Mrs Ramya Bharathram, Whole Time Director of the Company with five members. Any employee who experiences any kind of harassment can approach any member of the Committee whose contact details are provided in the policy.