



STAR DELTA TRANSFORMERS LTD.

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POLICY FOR PREVENTION OF SEXUAL HARASSMENT

1. PURPOSE:

To create and maintain safe work environment, free from sexual harassment & discrimination for all its employees. As per the guidelines of "The Sexual harassment of women at workplace (prevention, prohibition & redressal) Act, 2013,

2. SCOPE:

Company aims to adopt zero tolerance attitude against any kind of Sexual Harassment or discrimination caused by any employee during their tenure towards any other person being an employee of

3. APPLICABILITY:

All employees of the Company

4. GRIEVANCE MECHANISM

An appropriate complaint mechanism in the form of "internal Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim.

5. COMPLAINTS COMMITTEE

The Company has instituted a Complaints Committee for redressal of sexual harassment complaint (made by the victim) and for ensuring time bound treatment of such complaints.

6. CONFIDENTIALITY

The Company understands that it is difficult for the victim to come forward with a complaint of sexual harassment and recognizes the victim's interest in keeping the matter confidential.

7. CONCLUSION

In conclusion, the Company reiterates its commitment to providing its employees, a workplace free from harassment/ discrimination and where every employee is treated with dignity and respect.

