

POLICY FOR PREVENTION, PROHIBITION AND REDRESSAL OF SEXUAL HARASSMENT AT WORKPLACE

Patel Engineering Limited considers its moral, ethical, and legal obligation with utmost seriousness and thus respect the law of land through this policy which shall be hence forth called as “Policy for prevention, prohibition and redressal of sexual harassment at workplace”.

Patel Engineering Limited is committed to providing a secure and enabling work environment to all its employees and associates, a place for work that is gender sensitive and recognize the role of men, women and third gender as equal players, agents, and leaders of change in their families, communities, workplace, and societies.

The objectives of this policy are;

- a) To foster a social, physical, psychological environment that will enable employees to work productively and fearlessly
- b) To espouse the cause of the right to equality and right to dignified livelihood
- c) To strive for gender justice at both institutional and programmatic level

Patel Engineering Limited is aware that;

- a) The workplace sexual harassment is a form gender discrimination which violates a person’s fundamental right to equality and right to life, guaranteed under the article 14, 15 & 21 of the Constitution of India.
- b) The mandate of protection and prevention, delineated in the sexual prevention of women at workplace, (prevention, prohibition, and redressal) act 2013.
- c) The present policy is not only compliant to POSH act and rules 2013, but a step forward in recognizing and addressing the vulnerabilities of all genders. To the extent, the policy is gender neutral.

The policy prohibits sexual harassment at workplace. The policy requires all employees, partners, associates, external providers to be sensitive to cultural differences, and cognizant of their behavior towards others they interact with at the workplace or any work situation.

The policy recognizes cultural diversity and varied sensitivities of the people, the policy promotes zero tolerance towards acts and behaviors that are unnecessary and would, to a rationale mind, reasonably amount to transcending the boundaries of cordially expected in official or work setups.

At the same time making a false complaint of sexual harassment or providing false information regarding a complaint is treated as a misuse of the policy requiring appropriate action.

Patel Engineering Limited has established procedures and plans to implement this policy and to redress any act of sexual harassment or related retaliation against or by any employee, any partner or person associated with its group in the course of work or employment.

Patel Engineering Limited will promptly investigate all complaints and take appropriate action up to and including termination of employment.

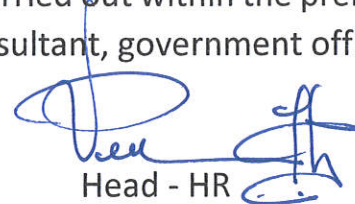
Patel Engineering Limited is also committed to effective dissemination of this policy. All managers, functional heads, departmental heads ensure that they themselves, along with their team, including new employees, service providers and other associates are aware of the policy and are encouraged to adhere to it.

Applicability:-

This policy extends to all employees, those employed in regular, temporary, ad-hoc or daily wages either directly or through contractor for remuneration or not, and those working on voluntary basis with or without express or implied terms of employment. In addition to the above, policy can extend to those who are not employees, but may be affected during any activity related to the work of Patel Engineering Limited carried out within the premises. This includes visitors, vendor, customer, supplier, external consultant, government officials etc.

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