



POLICY ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

EOS POWER INDIA PRIVATE LIMITED, enforces policy on Prevention of Sexual Harassment under 'Sexual harassment of Women at Workplace (Prevention, Prohibition and redressal) Act 2013.


EOS Power will not tolerate any form of sexual harassment and is committed to take all necessary steps to ensure that its employees are not subjected to any form of harassment. Sexual Harassment is not only a serious misconduct but also criminal offence, which can destroy human dignity and Freedom. To promote the well being of all women employees the company is committed to provide a work environment, which is free from discrimination and unlawful harassment at workplace.

The workplace includes:

1. All offices or other premises where EOS Power business is conducted.
2. All Company related activities performed at any other site away from the Company's premises.
3. Any social, business or other functions where the conduct or comments may have an adverse impact on the workplace or workplace relations.

Sexual harassment may be one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors, or any other verbal or physical conduct of sexual nature. Such incident of sexual or unlawful harassment shall be reported to the Management / Human Resource department without fear of any Reprisal.

An appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time bound redressal of the complaint made by the victim. Strict Confidentiality shall be observed and penal action shall be taken against errant employee as per the law.



Mr. Vijay Gujarathi
Managing Director

