

Policy on Prevention of Sexual Harassment (POSH)

At Kingsmen Real Estate, we are committed to fostering a safe, respectful, and inclusive workplace, free from sexual harassment. This policy aligns with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013* (POSH Act), applicable to all employees, irrespective of gender or designation.

Definition of Sexual Harassment:

Sexual harassment includes unwelcome physical, verbal, or non-verbal conduct of a sexual nature, such as inappropriate comments, advances, gestures, or requests for sexual favors. Any behavior that creates an intimidating, hostile, or offensive work environment is strictly prohibited.

Internal Complaints Committee (ICC):

An ICC has been established to address complaints, comprising trained members, including a third-party representative. Complaints can be submitted in writing to the ICC, ensuring confidentiality throughout the process.

Redressal Process:

The ICC conducts an impartial inquiry, with a resolution typically provided within 90 days. Strict disciplinary actions, including termination, may be taken against offenders.

Employee Awareness:

Regular training and awareness sessions are conducted to educate employees about the POSH Act and this policy.

This policy underscores our zero-tolerance approach to harassment, promoting a culture of dignity, equality, and mutual respect.



Signature



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