

Internal complaints committee

FINTREE has constituted an Internal Complaints Committee (the “Internal Complaints Committee” or “ICC”) which would deal with all formal Complaints (as Defined hereinafter) and allegations of sexual harassment. Details of the ICC, including contact information, shall be communicated to all employees and made available on the FINTREE website and on notice boards at respective offices, as mandated under Section 19(b) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC shall comprise a minimum of four (4) members, in accordance with the requirements of the Act.

Sr.	Name	Designation	Contact
1.	Ms. Sweta Parekh – Manager – Company Secretary	Chairperson	sweta.parekh@fintreefinance.com
2.	Ms. Sanika Gurav – Assistant Manager - Operations	Secretary	sanika.gurav@fintreefinance.com
3.	Mr. Vinod Singh – Assistant Vice President – IT	Member	vinod.singh@fintreefinance.com
4.	Ms. Clipsy Banji	External Member	clipsy007@gmail.com

FINTREE has nominated **Ms. Sweta Parekh** as the current Presiding Officer of the (ICC). The other mandated women members shall be appointed from among employees who possess knowledge of women-related issues, experience in social work, or legal expertise. FINTREE has also appointed one (1) member to serve as an outsider/independent party familiar with issues of sexual harassment, drawn either from a Non-Governmental Organization or from the legal profession (the “Independent Member”). The ICC shall be common and applicable across all FINTREE offices in India, unless FINTREE specifies otherwise for any particular office(s).

In the event of a sexual harassment complaint filed by a male employee against another employee (of any gender), the ICC shall additionally include one (1) male employee as a member for that specific case. This additional member will be nominated by the Presiding Officer to ensure an unbiased and gender-neutral inquiry.