## **Key Points**

• List of IC members for each location has been displayed at the respective Capgemini offices.

Connect with SpeakUp helpline:

Online: www.capgemini.com/speakup

Email: popsh.in@capgemini.com

## POPSH Redressal Process File a complaint by writing to Meeting set up with popsh.in@capgemini.com or aggrieved to educate on the SpeakUp Helpline Incidence of WSH process: Investigation & to be reported within 3 months Conciliation Aggrieved shares consent IC Panel is formed on proceeding with POPSH If conciliation terms are accepted by respondent, case IC conducts investigation is closed else an inquiry will (Inquiry) commence (Conciliation) Submits an inquiry Report Core Committee gives Support **POPSH Office** final conclusion and recommendation **HRBP** Team Disciplinary actions Deduct salary Warning letter Transfer Withholding promotion Suspension Even dismissal