



Awareness & Education on POSH at workplace

This is a part of our commitment and importance to the work environment which does not discriminate and is free of Harassment.

All employees are entitled to work in a safe and inclusive workplace, where people are valued and treat each other with respect. As more people move between workplaces it is important that there are consistent understandings across all sections of work place so that everyone can be confident that they will be treated with respect wherever they may work. The reality is that, sometimes, people may not behave in a way that meets the Standards of Integrity and Conduct. Sexual harassment is an example of unacceptable behavior that can occur in workplaces.

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the term "Sexual Harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:—

- i) physical contact and advances; or
- ii) a demand or request for sexual favours; or
- iii) making sexually coloured remarks; or
- iv) showing pornography or illicit contents; or
- v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

When:-

- i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, for preferential or detrimental treatment or as a threat to such employment;
- ii) submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual including the individual's present or future employment status;
- iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; or
- iv) Such conduct results in humiliating treatment which is likely to affect the individual's health or safety.

We seek your co-operation in maintaining the work environment free of such incidents and discrimination amongst the workforce as part of your obligation as an employee.

With regards,

HR Department
DynPro India Pvt. Ltd.