

VEER GLOBAL INFRACONSTRUCTION LIMITED

**POLICY ON PREVENTION
OF SEXUAL HARASSMENT
AT WORKPLACE**

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1. Introduction and Objective

This Policy on Prevention of Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) ("Policy") has been framed in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder (hereinafter referred to as "Act" and "Rules" respectively) in 2013, and with the intention of providing a sexual harassment free environment and addresses the prevention and redressal of sexual harassment at the Workplace.

2. Scope and Applicability of the Policy

The Company is committed to maintaining a safe, respectful, and inclusive workplace. We adopt a zero-tolerance policy towards any form of sexual harassment or discrimination perpetrated by any employee during their tenure. This policy applies to all interactions involving employees, clients, vendors, contractors, or any other individuals, whether on Company premises, off-site locations, work-related travel or elsewhere in India or abroad. It also includes virtual interactions (e.g., emails, video calls).

3. Grievance Mechanism

Sexual harassment includes but is not limited to any unwelcome act or behavior (whether directly or by implication), such as:

- a. physical contact and advances; or
 - b. demand or request for sexual favours; or
 - c. making sexually coloured remarks; or
 - d. showing pornography; or
 - e. any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- Any employee who experiences or witnesses sexual harassment may file a written complaint through email to ipoveer@gmail.com or in person within 3 months of the occurrence of the incident. All complaints will be handled with strict confidentiality to protect the privacy of the complainant and the respondent. The Company will

conduct a fair and impartial investigation, including gathering evidence and interviewing relevant parties. If the complaint is found valid, the Company will recommend appropriate action, which may include disciplinary action, termination, or legal recourse. If the complaint is found to be malicious or false, appropriate action will be taken against the complainant.

E-mail to: jpoveer@gmail.com

Write to: Veer Global Infraconstruction Limited

A-01 Shalibhadra Classic, 100 feet Link Road,

Near Union Bank of India, Nalasopara East

Thane MH 401209 IN

Call to: 9594333331

4. Redressal

Disciplinary Action

Any employee found guilty of sexual harassment will face disciplinary action that shall be commensurate with the nature of the gravity of the offence, which may include but not be limited to:

- Warning or reprimand.
- Suspension or transfer
- Termination of employment.
- Legal action, if applicable.
- Any other consequences as decided by the Company.

The Company strictly prohibits retaliation against any individual who:

- Files a complaint of sexual harassment.
- Participates in an investigation or provides evidence.

An amicable resolution of the complaint is possible only with the written consent of the complainant. The position of the offender and the criticality of the position occupied by the offender shall not be any hindrance to the disciplinary action taken against the offender.

5. Amendments and Review

This Policy shall be reviewed and amended by the Board from time to time, and applicable amendments shall be made in compliance with any statutory requirements.