

# PREVENTION OF SEXUAL HARASSMENT

## "Say NO to sexual harassment at workplace"

# REPORT IT!

As per Prevention of Sexual Harassment policy at Tata Steel, any of the following behavior is considered inappropriate within the Company's working environment and is liable for disciplinary action and legal action (at the option of the victim)\*:

- Unwelcome sexual advances involving verbal, non-verbal or physical conduct, implicit or explicit
- Physical contact and advances such as touching, stalking, sounds which have explicit and/or implicit sexual connotation/overtones, molestation, etc.
- Demand or request for sexual favours, sexually coloured remarks, including but not limited to vulgar/indecent jokes, letters, phone calls, text messages, e-mails, gestures, etc.
- Showing pornography or the likes & display of pictures, signs, etc. with sexual nature/connotation/overtones in the work area and work-related areas
- Verbal or non-verbal communication which offends the individual's sensibilities and affect victim's performance and has sexual connotation/overtone/ nature
- Teasing, innuendos and taunts, physical confinement and/or touching against one's will and likely to intrude upon one's privacy.

- Any person found guilty of violating this law as substantiated by data and facts, will be subject to appropriate disciplinary action, leading up to and including termination of services and based on severity of case.
- In case a complaint is filed under the Indian Penal Code, at the option of the victim, the perpetrator may also have to face imprisonment, the term of which may range between 1-3 years or with fine or both.
- Any party involved in the investigation process (viz. complainant, alleged harasser and/or witnesses), who knowingly submits false accusations, complaints or fake/ tampered facts & details that are discovered subsequently during the investigation process will be subject to disciplinary action, leading up to and including termination and legal consequence as applicable.

**As per circular no. AO/736/2023 dated November 2, 2023, the list of Internal Committee (IC) members are as follows:**

### Location- North Zone (Marketing & Sales, CRE Office, Legal Services)

Sl. No.	Name	Designation	Role	Mail Id	Phone Number
1	Neha Rekhi	Financial Controller, SRB	Presiding Officer	neha.rekhi@tatasteel.com	7033094916
2	Pratima Rao	Head Sales TISCON Retail (NCR, Delhi, Punjab)	Member	pratima.rao@tatasteel.com	9212461568
3	Priya Agarwal	Jr. Legal Counsel	Member	priya.agarwal@tatasteel.com	9304954741
4	Rahul Lal	CSM-Branded Products & Retail, FP North	Member	rahullal@tatasteel.com	9038077940
5	Rahul Ranjan Yadav	Head Sales - IPP Ludhiana	Member	rahul.yadav@tatasteel.com	9819343006
6	Vivek Kumar	Head Sales Auto - Delhi & NCR	Member	vivek.kumar1@tatasteel.com	7763807446
7	Anindya Lala	CSM-Industrial Products & Project-North-FP	Convenor	anindya.lala@tatasteel.com	9971004295
8	Santosh Ranjan	External	Independent Member	380357@gmail.com	9234513531

\*Please refer to POSH guidelines of Tata Steel for details

Kindly contact Corporate Ethics Team if you need more information on policy

For reporting ethical violations:

Toll Free Number - 18001020875, Email: [tatasteel@ethicshelpline.co.in](mailto:tatasteel@ethicshelpline.co.in), Web Portal: [www.in.kpmg.com/ethicshelpline/tslindia](http://www.in.kpmg.com/ethicshelpline/tslindia)