

# 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/101/2025 dated June 17, 2025, the list of Internal Committee (IC) members are as follows:**

**Location- Meramandali, TSM, Angul Energy Limited, Tata Steel Technical Services Ltd, Tata Steel Support Services Ltd.**

| Sl. No. | Name                   | Designation                                     | Role               | Mail Id                          | Mobile No. |
|---------|------------------------|---|--------------------|----------------------------------|------------|
| 1       | Nina Singh             | Chief Procurement, Delivery Management TSM & RM | Presiding Officer  | nina@tatasteel.com               | 9204760818 |
| 2       | Akanksha Sahay         | Manager Employee Experience TSM                 | Member             | akanksha.sahay@tatasteel.com     | 9263769270 |
| 3       | Arpita Dash            | Area Manager BPE Opns                           | Member             | v arpita.dash@tatasteel.com      | 7077755152 |
| 4       | Debaprasanna Puhan     | Area Manager HRBP SS - Mech. Maint. Mera        | Member             | debaprasanna.puhan@tatasteel.com | 9937310570 |
| 5       | Firendra Kumar Chandra | Sr. Area Manager Corporate Ethics               | Member             | firendra.chandra@tatasteel.com   | 7077759437 |
| 6       | Neha Bharti            | Manager HRBP Corp & Comm Function TSM           | Member             | neha.bharti@tatasteel.com        | 9263778646 |
| 7       | Pallabi Manna          | Area Mgr BPE Iron Making TSM                    | Member             | pallabi.manna@tatasteel.com      | 7077755167 |
| 8       | Rasmiranjan Nayak      | Head Rehabilitation & Resettlement TSK          | Member             | rashmiranjan@tatasteel.com       | 9238087508 |
| 9       | Vilas N. Gaikwad       | Chief Safety, TSM                               | Member             | vilas.gaikwad@tatasteel.com      | 7763807755 |
| 10      | Virendra Singh         | Chief Coke Plant TSM                            | Member             | singh.virendra@tatasteel.com     | 7077754958 |
| 11      | Tripti Roy             | External  | Independent Member | triptiroy05@outlook.com          | 9204058497 |
| 12      | Satchidananda Rout     | Head HRBP Meramandali                           | Convenor           | satchidananda.rout@tatasteel.com | 9238004457 |

\*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)**