

PoSH POLICY

PREVENTION, PROHIBITION AND REDRESSAL ACT 2013

REF NO.	: BSL Group/HR/PoSH
VERSION NO.	: 1.1
DATE OF ISSUE	: Dec 2024
EFFECTIVE DATE	: Dec 2024
DOCUMENT OWNER	: HR

1. Purpose

BSL Group is an equal opportunity employer. The company does not discriminate against its employees on the grounds of gender and promotes a work environment that encourages mutual respect. We have reconstituted the “Internal Complaints Committee” (ICC) to investigate the matters of Prevention of Sexual Harassment (PoSH)

2. Scope

The policy is applicable to all type of employees of BSL Group

3. Sexual Harassment

Sexual harassment includes any one or more of the following unwelcome acts or behaviour (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
- (v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

4. Prevention of sexual harassment

(1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- (i) Implied or explicit promise of preferential treatment in her employment; or

- (ii) Implied or explicit threat of detrimental treatment in her employment; or
- (iii) Implied or explicit threat about her present or future employment status; or
- (iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) Humiliating treatment likely to affect her health or safety.

5. Complaint of sexual harassment.

Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing

6. Punishment for false or malicious complaint and false evidence

Where the Internal Committee arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer to take action against the woman or the person who has made the complaint in accordance with the provisions of the service rules applicable.

7. Internal Complaints Committee & Enactment

The following team members of BSL Group would be a part of the **Internal Complaint Committee** for Mumbai and Noida locations. The committee also consists of an external Legal Lady Member, Mrs. Karuna Choudhary, LLB as an external independent member.

Mumbai Location

Sno.	Name	Committee Designation	Mobile Number
1	Vrushali Darji CS & Legal	Presiding Officer	8425075190
2	Meenakshi Shetty Manager - HR & Admin	Member	9892337104
3	Karuna Choudhary (Neutral)	Member	9582722539
4	Basudev Singh VP- HR	Member	9004043929
5	Umesh Sonar Sr. Mgr Finance	Member	9594916108

Noida Location

Sno.	Name	Committee Designation	Mobile Number
1	Mrs. Kiran Nayal Sales coordinator	Presiding Officer	9205453053
2	Sh. SK Gupta Treasure HRI (NGO)	Member	9810929385
3	Mrs. Pooja Nimbaker Sales Coordinator	Member	9971124399
4	Mr. Mukesh Singh Negi HR Executive	Member	8587022132
5	Mr. Manpreet Singh Manager CS and Legal	Member	9873109220
6	Karuna Choudhary (Neutral)	Member	9582722539

In case of any complaint to be raised, Mumbai based employee can sent an email to ICC.mumbai@bslaluminiumltd.com and Noida based employees can send an email to ICC.noida@bslscaffolding.com with keep Karuna Choudhary (neutral member) in loop karunachoudhury39@gamil.com. Complaint shall be acknowledged by the Committee member within 48 hours. Complaints shall be investigated, and appropriate actions will be taken as per the merit of the case.