

Bemco Hydraulics Limited

KHANAPUR ROAD, UDYAMBAG, BELGAUM, 590008

SEXUAL HARASSMENT OF WOMAN AT WORKPLACE

**Approved by Board of directors in the Meeting
held on 12th February, 2016**

SEXUAL HARASSMENT OF WOMAN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

The enactment of a new Law for prevention of sexual harassment of women at workplace which is brought as a new Law from April 2013, although elaborate Rules are not yet published, but then basic thrust of the new law is to prevent occurrence of any harassment of women in offices and places of work, be they in factory or other places.

Taking in to account the requirement of new Law that demands every employer to form internal committees consisting minimum of three members out of which two thirds shall be ladies in senior position. Board hereby constitutes a committee of following three employees to be known as Committee against sexual harassment of Women with a mandate to hear and adjudicate all complaints of sexual harassment at workspace of the Company or while the employees are on duty, be they outside the office premises and the committee shall have power to take such penal action against the delinquent staff, whether he be an employee or a Director of the Company as the committee may deem fit.

subject to the condition that the constitution of this committee does not absolve either the employer or its senior staff, directors or the committee itself of its duty to file First Information Report (FIR) with the Police when the act of harassment involves an offence under the Indian Penal Code or other Union or State Law.

Thus, the Board selected following senior employees as the committee:

Presiding Officer :

Kirti Ram chandra Devale ,

Phone No: 8147253553

Two members:

Urmila Devi Mohta

Amruta Tarale

Phone No: 8095961186

The names of committee members with their cell numbers shall be displayed prominently at all places of work in all company premises and the fact that the Committee is constituted for this specific purpose and that it shall not be necessary for the victim alone to make a complaint, as the same could be lodged through next best

friend and the complaint can be in writing or orally or be communicated through email SMS etc .

Date: 12/02/2016
Place: BELGAUM