



Gelatine

C. J. GELATINE PRODUCTS LIMITED

ISO 9001-2015 Certified

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POLICY FOR PREVENTION OF SEXUAL HARASSMENT

{The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013}

1. PURPOSE:

To create and maintain Safe work environment, free from sexual harassment & discrimination for all its employees. As per the guidelines of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013."

2. SCOPE:

Company aims to adopt Zero Tolerance attitude against any kind of Sexual Harassment or discrimination cause by any employees during their tenure towards any other person being an employee of.

3. APPLICABILITY:

All the Employees of the Company.

4. GRIEVANCE MECHANISM:

An appropriate complaint mechanism in the form of "Internal Complaints Committee" has been created in the Company for time-bound redressal of the complaints made by the victims.

5. INTERNAL COMPLAINTS COMMITTEE:

The Company has instituted an Internal Complaints Committee for redressal of Sexual Harassment Complaints (Made by the Victims) and for ensuring time bound treatment of such complaints.

6. CONFIDENTIALITY:

The Company understands that it is difficult for the victims to come forward with a complaint of sexual harassment and recognizes the victim's interest keeping the matter confidential.

7. CONCLUSION:

In conclusion, the company reiterates its commitment to providing its employees, a workplace free from harassment/discrimination and where every employee is treated with dignity and respect.

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