

POLICY ON PREVENTION OF **SEXUAL HARASSMENT** OF EMPLOYEES

1. Praj Industries Limited (The "Company") is an equal employment opportunity Company and is fully committed to create and maintain a healthy and safe working environment that enables employees to work without fear of bias, gender discrimination and sexual harassment. Praj also believes that all employees of the Company have the right to be treated with dignity and respect.
2. Sexual harassment at the work place or other than work place if involving employees is a serious misconduct and may lead to serious consequences as set out in this Policy. Sexual harassment of women employees at workplace is a punishable offence under the laws of India.
3. The Company will not tolerate any form of sexual harassment and is fully committed to take necessary steps in accordance with this Policy and/or the law. and may result in termination of services apart from other consequences under the law including prosecution.
4. Every Praj Employee should read and understand the "Policy on Prevention of Sexual Harassment of Employees in Praj Industries Ltd." The policy is available on the Praj Connect Portal.
5. In case any Praj employee has a complaint, she / he can approach the Internal Complaint Committee.
6. The Internal Complaint Committee at Praj Tower consists of :
 - a. Ms Parimal Chaudhari- Chairperson
 - b. Ms. Nima Johare (member - employee)
 - c. Mr. Berjis Desai (member - NGO)
 - d. Ms. Bageshree Adkar (member - employee)
 - e. Mr. Sanjeev Khandekar (member - employee)
7. In case the complaint is found to be false or unduly frivolous, the complainant may be liable for appropriate disciplinary action, including termination of services.



PARIMAL CHAUDHARI
Director, Praj Industries Limited.
19th December 2013