



Policy On Prevention of Sexual Harassment of Women At Workplace

- ▶ 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 women employees to work without fear of bias, gender discrimination and sexual harassment. PRAJ also believes that the women employees of the Company have the right to be treated with dignity and respect.
- ▶ Sexual harassment of women results in violation of their fundamental rights as guaranteed under the constitution of India. The sexual harassment of women at workplace is prohibited by the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, the rules there under as well as terms of employment.
- ▶ The Company will not tolerate any form of sexual harassment of women employee at workplace 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.
- ▶ PRAJ policy has been formed to prohibit, prevent the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.
- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj HiPurity Systems Ltd., Head Office, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Sanjay Bhosale	Member - Employee	8425861314
5.	Sanika Ayare	Member - Employee	8422990449
6.	Shradha Deshmukh	Member - Employee	9665137997

- ▶ 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.

For Praj Industries Ltd.

SACHIN RAOLE
CFO & Director (Resources)
Praj Industries Limited



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- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj HiPurity Ltd., Manufacturing Facility, Wada, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Sanjay Bhosale	Member - Employee	8425861314
5.	Sanika Ayare	Member - Employee	8422990449
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- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj Industries Ltd., Sanaswadi Manufacturing Plant, Pune, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Deepa Shelar	Member - Employee	8425861322
5.	Surojit Saha	Member - Employee	9833362835
6.	Dattatraya Nimbolkar	Member - Employee	9890857411

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For Praj Industries Ltd.

SACHIN RAOLE
CFO & Director (Resources)
Praj Industries Limited

Date:03/05/2023



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- ▶ PRAJ policy has been formed to prohibit, prevent the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.
- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj Industries Ltd., Kandla Manufacturing Plant, Gujarat, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Nikul Patel	Member - Employee	9727750247
5.	Rohan Chapanerkar	Member - Employee	9727723846
6.	Dattatraya Nimbolkar	Member - Employee	9890857411

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- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj Industries Ltd., Praj Tower, Pune, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Dattatraya Nimbolkar	Member - Employee	9890857411
5.	Shilpa Wankhede	Member - Employee	9970000486
6.	Manjiri Joshi Pathak	Member - Employee	9975591671

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- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj Industries Ltd., Matrix - Urawade, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Dattatraya Nimbolkar	Member - Employee	9890857411
5.	Apoorva Deshmukh	Member - Employee	9975515908
6.	Rutuja Ankulkar	Member - Employee	9960400905

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- ▶ In case any women employee of Praj has a complaint, she can approach the Internal Complaint Committee.
- ▶ The Inter Internal Complaint Committee at Praj Industries Ltd., Regional Offices and Sites, consists of :

Sr.No.	Name	Position	contact
1.	Ashvini Shete	Presiding Officer	9975591718
2.	Neha Sathe	Member - External	9881136670
3.	Archana Tambe Patil	Member - Employee	9850078222
4.	Dattatraya Nimbolkar	Member - Employee	9890857411
5.	Head of the Location/ Site in charge	Member - Employee	---

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