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SEXUAL HARASSMENT AT THE WORKPLACE (PREVENTION & REDRESSAL) POLICY

It is the endeavour of the Pudumjee Paper Products Ltd, to ensure a safe, secure and congenial work environment where employees will deliver their best without any inhibition, threat or fear. In pursuance of this objective, the Pudumjee Paper Products Ltd. has evolved a “Sexual Harassment at the Workplace (Prevention & Redressal)” Policy.

The approach adopted by the organization (Pudumjee Paper Products Ltd) is to spread awareness about the causes and consequences of sexual harassment at workplace and thereby prevent any occurrences. In the event of such an occurrence, the Organization would use this Policy to provide the framework for action.

Sexual Harassment at Workplace (Prevention & Redressal) Policy :-

Sexual harassment in the work place has been defined as “unwelcome” sexually determined behaviour (whether directly or by implication) It includes any or all of the following: -

- Physical contact and advances.
- A demand or request for sexual favours.
- Sexually coloured remarks.
- Showing pornography.
- Any other unwelcome physical, verbal conduct of a sexual nature.

It is the duty of the Organization to prevent or deter acts of sexual harassment and if they take place, to provide procedure for resolution, encourage counseling, settlement or prosecution of acts of sexual harassment.

- Where the conduct of the employee would constitute an offence under the Indian Penal Code or any other Law, the organization shall initiate legal action.
- Where the conduct would in addition to an offence under Law, constitute misconduct under the rules or regulations of the Organization, the Organization shall initiate disciplinary action against him / her.

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