

**POLICY ON PREVENTION OF SEXUAL
HARASSMENT
OF
SPICE ISLANDS APPARELS LIMITED**

(THIS POLICY IS APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS OF THE COMPANY IN ITS MEETING HELD ON 14th AUGUST, 2014

POLICY ON PREVENTION OF SEXUAL HARASSMENT

This Policy on Prevention of Sexual Harassment (“Policy”) has been formed to prohibit, prevent or deter the commission of acts of sexual harassment of women at workplaces and to provide the procedure for the redressal of the complaints pertaining to sexual harassment in the Company.

The Company is operating in field of print and publications industry and may employ women in various departments. The Company has high ethical standard and does not discriminate on the basis of caste, creed, religion or gender. The Company also provides equal opportunities to all the employees in the organisation on the basis of performance of duties and discharge of responsibilities, from time to time.

In view of the above, the Company also desires to protect, prevent and safeguard the rights of woman employees within the workplace and outside of workplace (Outside of workplace shall mean any place being visited or performing duty by an employee, arising as a part of official assignments), by setting up a suitable mechanism for the same.

In line with this, it has been decided to form a Committee, consisting of such number of woman members as may be suggested by Audit Committee and the Board of Directors of the Company and additionally member/s from outside the organisation, which may include representative/s of various associations such as NGOs.

Objectives of the Committee:

- a. To redress the complaints pertaining to sexual harassment in the Company. A suitable mode of lodging complaints and redressal of the same shall be framed by the Committee in consultation with its members.
- b. Providing a platform for viewing avenues of professional development and up bringing talents of growth.
- c. To bring up a feel of togetherness among the women employees
- d. Such other befitting functions as may be taken up from time to time.

The constitutions and the objectives of the Committee shall also be reviewed and amended, as may be expedient in the interest of the overall objects of the company.

This policy is adopted by the Board of Directors at its meeting held on 14th August, 2014.