



THE INDIAN STEEL & WIRE PRODUCTS LIMITED

## Prevention of Sexual Harassment (POSH) at workplace Policy

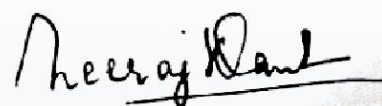
ISWPL is committed to providing a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

ISWPL shall provide healthy working environment that enables the employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The company believes that all stakeholders irrespective of their gender, have right to be treated with dignity.

In continuation with our endeavour towards improved gender diversity and inclusion along with creating fair, safe and just workplace, we have put together this policy called Prevention of Sexual Harassment (POSH).

In accordance with this policy, committee and detailed guidelines have been formed to address the issue of sexual harassment at work place. All employees (permanent, temporary or contract), as well as trainees, visitors to our office premises or service providers are covered under this policy.

If someone has crossed the line, then refer to the guidelines on Prevention on Sexual Harassment at Work place and report to the Internal Complaint Committee.



(Neeraj Kant)  
Managing Director

2<sup>ND</sup> April 2015

THE INDIAN STEEL & WIRE PRODUCTS LIMITED  
A SUBSIDIARY OF TATA STEEL LTD.

