

**WESTERN CARRIERS (INDIA)
LIMITED**

**POLICY FOR PREVENTION OF SEXUAL
HARASSMENT OF WOMEN AT WORKPLACE**

(MODIFIED AND RE-ADOPTED BY THE BOARD OF DIRECTORS ON 18.03.2023)

Western Carriers (India) Limited (the Company) is committed to provide a safe and healthy work environment to its women employees and thus have formulated this Policy following provisions of the Sexual Harassment of Women at Workplace Act, 2013 and rules framed thereunder (hereinafter referred to as “SHWW Act and Rules”). This Policy coming into effect immediately will apply to all women personnel employed with the Company and for the purpose, definitions and/or terms explained in SHWW Act and Rules will apply.

The Company has less number of women in employment and accordingly, the policy has been modified keeping the essence of the Act intact. In this regard, an ‘**Internal Complaints Committee**’ of following persons has been re-constituted and all women employees, who have a reason to believe that they have been sexually harassed, may approach the same for redressal of their grievances.

NAME	POSITION HELD	CONTACT DETAILS
Mrs. Sushila Sethia	Chairperson & Presiding Officer	033-24858519 dcl@westcong.com
Mrs. Sapna Kochar	Member	033-24858524 cs@westcong.com

Said Committee will keep the complaint(s) received in strict confidence and carry out investigation thereon and will resolve the same and for all these purposes, provisions specifically provided in SHWW Act and Rules will by and large be followed.

This Policy is internal to the Company and also seek to encourage women employees to express freely in good faith about sexual harassments at work place. This policy will be circulated among each and every woman employee and brought to the notice of other employees at large. This Policy is in addition to Company’s Whistle Blower Policy. The Chairperson of the Committee shall, within 7 days of every half year ended on 30th September and 31st March, report to the Chairman and Managing Director a summary of complaints received and action taken thereon and shall also affirm that none of the woman has been denied access to the Committee and adequate protection from adverse personal action provided wherever necessary.

This Policy is subject to the amendment and/or revision from time to time as may be necessary. Copy of this Policy is also being hosted on Company’s website and thus will be available thereon for access by all concerned.

Western Carriers (India) Limited
Rajendra Sethia
DIN:00267974
Managing Director