

NOTICE

Employees are hereby informed that in compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder, the following Internal Complaints Committee (ICC) has been constituted to address and resolve any complaint related to sexual harassment or misconduct under the provisions of the said Act:

1. Ms Jayasree Ashok-- Presiding Officer (Chairperson)
2. Mr Deepak Bhatia-Member
3. Ms Lali Sur-Member
4. Ms Tehnaz Punwani-Member

Employees, trainees, contract workers, visitors and any person present at the workplace who believes to have been subjected to sexual harassment may file a written complaint (or request assistance to file a complaint) to the ICC at:

Email ID of ICC: jayasree.ashok@wesman.com

Postal address (if any): MIG O 9, Niva Park Ph-2 Vtc Brahmapur S O, District- Kolkata-700096

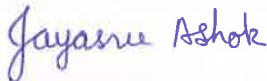
Phone No.:9831418607

The complaint and the detail of the complainant shall be kept confidential and the entire proceedings will be conducted in accordance with the provisions of the Act and rules related thereto without jeopardizing any rights or privileges of the complainant.

Sexual harassment at the workplace is a serious misconduct and may also attract penal consequences under applicable law. Display of this notice at a conspicuous place is mandated to ensure that all persons are aware of the existence of the ICC and the procedure for seeking redressal.

All complaints will be handled with due confidentiality, sensitivity and in accordance with the principles of natural justice and the provisions of the POSH Act and Rules.

For **Wesman Thermal Private Limited**



Jayasree Ashok
Chairperson
Internal Complaint Committee