

**Subject: Internal Complaints Committee**

**Nov'16, 2021**

The "Internal Complaints Committee" formed under the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2013" has been reconstituted and will consist of the following members:

Name	Role	Email ID	Contact No.
Rashi Sharma	Chairperson	Rashi.Sharma@vedanta.co.in	7702511146
Prashant Kumar Vaishnava	Secretary	Prashant.Vaishnava@vedanta.co.in	7340662068
SaiSankar Dasam	Member	Saisankar.Dasam@vedanta.co.in	9849705678
Archana K	Member	Archana.K1@vedanta.co.in	9487314201
A Maheswari	Member	A.Maheshwari@vedanta.co.in	8651035863
Mohini	BP-Member	sabhavath.mohinirani@vaaman.in	7799852335
Rajalakshmi Jayaraman	External	cetcbllr@cetindia.com	9845992706

The Company is committed to create and maintain a healthy and conducive work environment, free of discrimination. This includes discrimination on any basis, including gender, and any form of sexual harassment.

The ICC will receive complaints, investigate, and take necessary action on the same. If the ICC determines that a case of sexual harassment has occurred, it will take effective remedial action commensurate with the offense. This action may include disciplinary action against the accused party, up to and including termination. Reasonable and necessary steps will also be taken to prevent any further incidents.

Complaints can be made in writing either by email or letter, addressed to any member of the Committee, directly by the person facing harassment or a third party. Complaints should be made at the earliest and should state the facts and names of parties involved and witnesses, if any.

All complaints will be dealt with promptly and thoroughly investigated, and all information and names of employees disclosed in investigations will remain strictly confidential. The anonymity of the complainants and witnesses will also be ensured to prevent them from suffering any disadvantage. In order to ensure a secure workplace and good work ethics, employees have a duty to report such cases, which might come to their notice. Employees, who report incidents and are witnesses or are accused, have a duty to cooperate in such investigations.

The Sexual harassment policy in line with THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT,2013 is attached herewith. This is for information and compliance

  
C Sateesh Kumar

Whole Time Director & Dy CEO