

**CIRCULAR**

**Subject: Internal Complaints Committee**

The "Internal Complaints Committee (ICC)" 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:

Vedanta Limited/ SCDF		
Name	Role	Email ID
Shobha Raikar	Chairperson	<a href="mailto:Shobha.Raikar@vedanta.co.in">Shobha.Raikar@vedanta.co.in</a>
Praveen George	Member	<a href="mailto:Praveen.George@vedanta.co.in">Praveen.George@vedanta.co.in</a>
Saptesh Sardesai	Member	<a href="mailto:Saptesh.Sardesai@vedanta.co.in">Saptesh.Sardesai@vedanta.co.in</a>
Benicio Menezes	Member	<a href="mailto:Benicio.Menezes@vedanta.co.in">Benicio.Menezes@vedanta.co.in</a>
Joy Afonso	Member	<a href="mailto:Joy.Afonso@vedanta.co.in">Joy.Afonso@vedanta.co.in</a>
Gajendra Alarnicar	Member	<a href="mailto:Gajendra.Alarnicar@vedanta.co.in">Gajendra.Alarnicar@vedanta.co.in</a>
Nilofar Sandar	Member	<a href="mailto:Nilofar.Sandar@vedanta.co.in">Nilofar.Sandar@vedanta.co.in</a>
Rajalakshmi Jayaraman	External	<a href="mailto:cetcbllr@cetindia.com">cetcbllr@cetindia.com</a>

Sesa Mining Company Limited		
Name	Role	Email ID
Sandhya Malik	Chairperson	<a href="mailto:Sandhya.Malik@vedanta.co.in">Sandhya.Malik@vedanta.co.in</a>
Tina Lakhani	Member	<a href="mailto:Tina.Lakhani@vedanta.co.in">Tina.Lakhani@vedanta.co.in</a>
Santosh Mandrekar	Member	<a href="mailto:Santosh.Mandrekar@vedanta.co.in">Santosh.Mandrekar@vedanta.co.in</a>
Maheshwar Kinnal	Member	<a href="mailto:Maheshwar.Kinnal@vedanta.co.in">Maheshwar.Kinnal@vedanta.co.in</a>
Rajalakshmi Jayaraman	External	<a href="mailto:cetcbllr@cetindia.com">cetcbllr@cetindia.com</a>

(ICCSesa Resources Limited)		
Name	Role	Email ID
Shobha Raikar	Chairperson	<a href="mailto:Shobha.Raikar@vedanta.co.in">Shobha.Raikar@vedanta.co.in</a>
Ulhas Betkikar	Member	<a href="mailto:Ulhas.Betkikar@vedanta.co.in">Ulhas.Betkikar@vedanta.co.in</a>
Milagrina De Souza Eremita	Member	<a href="mailto:Milagrina.DeSouza@vedanta.co.in">Milagrina.DeSouza@vedanta.co.in</a>
William Fernandes	Member	<a href="mailto:William.Fernandes@vedanta.co.in">William.Fernandes@vedanta.co.in</a>
Rajalakshmi Jayaraman	External	<a href="mailto:cetcbllr@cetindia.com">cetcbllr@cetindia.com</a>

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Name	Role	Email ID
Meghna Ghosh	Chairperson	<a href="mailto:Meghna.Ghosh@vedanta.co.in">Meghna.Ghosh@vedanta.co.in</a>
R Pothilingam	Member	<a href="mailto:R.Pothilingam2@vedanta.co.in">R.Pothilingam2@vedanta.co.in</a>
Malati Karki	Member	<a href="mailto:Malati.Karki@vedanta.co.in">Malati.Karki@vedanta.co.in</a>
P Narayan	Member	<a href="mailto:Narayan.P@vedanta.co.in">Narayan.P@vedanta.co.in</a>
Rajalakshmi Jayaraman	External	<a href="mailto:cetcbllr@cetindia.com">cetcbllr@cetindia.com</a>

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 co-operate 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.

**Sauvick Mazumdar**  
**Chief Executive Officer -Iron Ore Business**

May 18, 2020