

BOROSIL RENEWABLES LIMITED

(Formerly Borosil Glass Works Limited)

Policy for Prohibition, Prevention and Redressal of Sexual harassment at work place effective from February 03, 2020

1. Preamble

This policy has been framed in terms of Rule 13 (a) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

2. Purpose

Borosil Renewables Limited (Formerly Borosil Glass Works Limited ('the Company')) adopts a policy to promote gender sensitive safe spaces and remove underlying factors that contribute towards a hostile work environment against women.

3. Definitions

The definitions like Employees, Employers, Work place, Sexual Harassment and all other, are as provided in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (as amended from time to time).

➤ **Sexual Harassment** includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:-

- i. Physical contact and advances; or
- ii. A demand or request for sexual favours; or
- iii. Making sexually coloured remarks; or
- iv. Showing pornography; or
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

➤ The following may amount to **Sexual Harassment**:-

- i. Implied or explicit promise of preferential treatment in her employment; or
- ii. Implied or explicit threat of detrimental treatment in her employment; or
- iii. Implied or explicit threat about her present or future employment status; or
- iv. Interferes with her work or creating an intimidating or offensive or hostile work environment for her; or
- v. Humiliating treatment likely to affect her health or safety.



9. False/frivolous complaint

If after due enquiry, if it is found that the complaint is false or frivolous or that the evidences given are forged or false, action can be initiated against the complainant or the person giving false/frivolous evidence.

10. Dissemination of this policy among the Employees

- All employees shall be educated on this policy by circulating it and ensuring that it has been read and understood by them, there by taking their signatures.
- A copy of the same shall be given to the new employee, on their joining.

11. Implementation

This policy will be implemented with immediate effect.

In case of any clarification / interpretation, it will be done in accordance with The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and Rules made thereunder as in force and shall be final and binding.

**For Borosil Renewables Limited
(Formerly Borosil Glass Works Limited)**



**Ashok Jain (DIN 00025125)
Whole Time Director**

CC: Notice Board
Presiding Officer / Members.
HR Department.