

NOTICE

Constitution of Internal Complaints Committee for Inquiry into Complaints relating to Sexual harassment at workplace.

York Transport Equipment (India) Private Limited has zero tolerance to any form of sexual harassment and is committed to take all necessary steps to ensure that its employees are not subjected to any form of harassment.

In accordance with Section 4 read with Section 19(b) and Rule 13(e) of the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act and the rules, 2013, the Internal Committee consisting of the following members is re-notified.

Name of the Person	Designation	Contact Details
Ms. Bhavana Jain Dy. Manager – F&A	Presiding Officer (Chairperson)	bhavana.jain@safholland.com 7875771442
Mr. Tanay Awasthi Sr. Manager - PPC	Member	tanay.awasthi@safholland.com 9158163522
Ms. Priyanshi Chouksey Company Secretary	Member	priyanshi.chouksey@safholland.com 9322924011
Ms. Kanchan Devale Member of NGO – Sasha India	External Member	kanchan@sashaindia.com 7795094150

In supersession of the earlier notice, the appointment of this committee is effective from **6th September, 2023** and shall be in force for a period of 3 years. Any vacancies arising during the said period will be filled up in accordance with the provisions of the Act and Rules read with the policy of the company.

This Committee has limited powers of a civil court.

Penal Consequences of Sexual harassment at Workplace

Any person found guilty of violating the Policy on Prevention of Sexual Harassment (POSH) at the Workplace read with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules, 2013, shall be liable for appropriate disciplinary action, leading upto and including termination of services with/or without compensation based on severity of case.

In case a complaint is filed under the applicable provisions of Indian Penal Code, the Respondent may also have to face **imprisonment**, the term of which may range between **1 - 3 years** or with **fine** or both.

Thanking you.

For York Transport Equipment (India) Private Limited

**Sd/-
Guru Sankar Chatterjee
Managing Director**

**Date: 6th September, 2023
Place: Pune**

