

NOTICE

Constitution of Internal 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, as specified in **Annexure A**, is hereby re-notified.

In supersession of the earlier notice, the appointment of this committee is effective from 07th May, 2026 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.

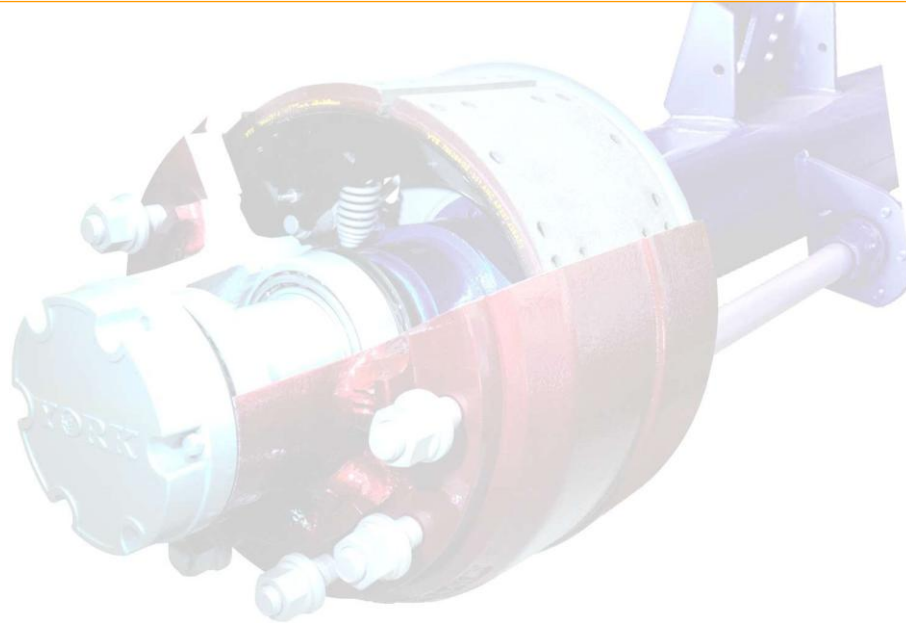
For York Transport Equipment (India) Private Limited

Sd/-
Gurumukh Singh Garaye
Managing Director

Date: 07th May, 2026
Place: Pune

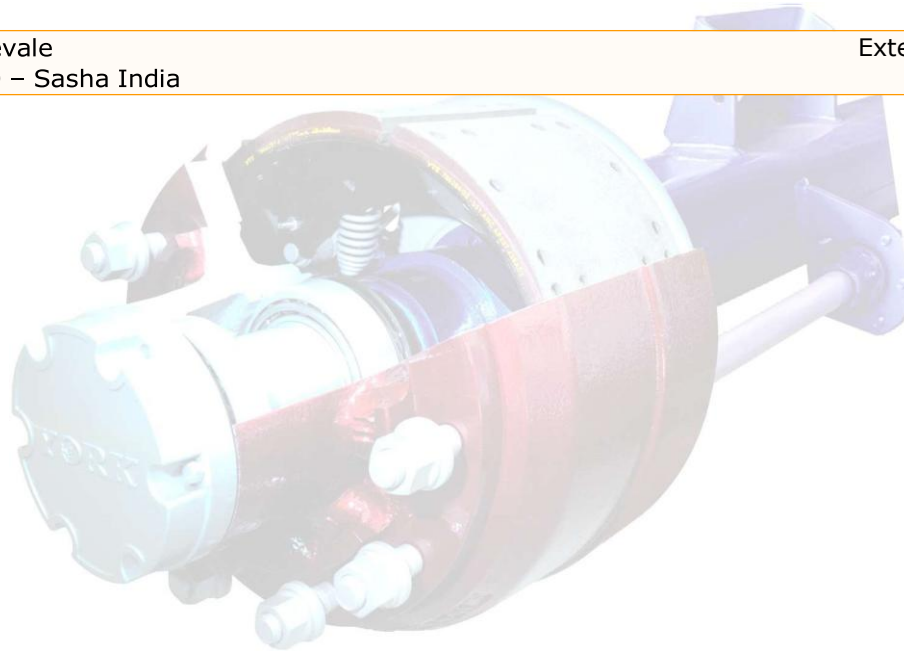
Annexure – A
Internal Committee

Name of the Person	Designation
Ms. Bhavana Jain Manager – F&A	Presiding Officer (Chairperson)
Mr. Tanay Awasthi AGM - PPC	Member
Ms. Aishwarya Tanpure Company Secretary	Member
Ms. Kanchan Devale Member of NGO – Sasha India	External Member



Annexure – A
Internal Committee - TCI

Name of the Person	Designation
Ms. Bhavana Jain Manager – F&A	Presiding Officer (Chairperson)
Mr. Tanay Awasthi AGM - PPC	Member
Ms. Aishwarya Tanpure Company Secretary	Member
Ms. Anjali Verma Principal Software Engineer Autosar - TCI	Member
Ms. Kanchan Devale Member of NGO – Sasha India	External Member



Annexure – A
Internal Committee – IT-TCI

Name of the Person	Designation
Ms. Bhavana Jain Manager – F&A	Presiding Officer (Chairperson)
Mr. Tanay Awasthi AGM - PPC	Member
Ms. Aishwarya Tanpure Company Secretary	Member
Ms. Nistha Kataria IT System Admin and Workplace Engineer – IT-TCI	Member
Ms. Kanchan Devale Member of NGO – Sasha India	External Member

