

Policy on Prevention, Prohibition & Redressal of Sexual Harassment at the Workplace

Tata Steel Colors Pvt. Ltd. has a zero-tolerance policy towards Sexual Harassment at the Workplace. We have adopted gender agnostic policy. We strive to create and maintain a healthy, dignified, safe and productive work environment that is free from gender bias, discrimination, and harassment.

Towards this end, we ensure the below:

1. Always encourage respectful and dignified behaviour at the Workplace by all
2. Organize workshops and awareness programs at regular intervals
3. Constitute Internal Committee to oversee policy implementation and redressal of complaints in fair and unbiased manner, in accordance with prescribed procedures
4. Ensure confidentiality of all concerned in any matters reported
5. Ensure that for the concerned involved in any matter, no retaliation in any form is accepted, supported or tolerated
6. Ensure submission of applicable returns in compliance with The Act.

This policy applies to all employees and personnel working on the premises of Tata Steel Colors Pvt. Ltd..

Date: 17th January 2026



Praveen V Thampi,
Managing Director,
Tata Steel Colors Pvt. Ltd.

* This policy is in accordance with 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013' ("The Act") as amended in 2016, 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 as well as right to life with dignity, right to bodily integrity, the right to carry on any occupation, trade or profession which includes the right to a safe, secure, dignified and non-hostile work environment.