



A N Prakash Construction Project Management Consultants Pvt. Ltd.

SEXUAL HARASSMENT AT WORKPLACE

WHOM TO APPROACH

If you are a woman working in ANP CPMC head office, or any of the sites in which ANP CPMC is appointed as a CPMC /PMC / QA / QC/ QS or Advisor, or not being an employee you are associated with ANP CPMC in discharging its duties as CPMC /PMC / QA / QC/ QS or Advisor and you have been sexually harassed in any of the forms given below:

01. Physical contact and advances;
02. A demand or request for sexual favours;
03. Sexually coloured remarks;
04. Sexually motivated actions, gestures;
05. Sexually oriented staring;
06. Showing pornography;
07. Sending or reading aloud of sexual mails, MMS or SMS messages;
08. Blank calls to your cellphone; or
09. Any other unwelcomed physical; verbal or non-verbal conduct of sexual nature.

Kindly contact the Chairperson of the Internal Committee for Prevention, Prohibition and Redressal of Sexual Harassment at the workplace and/or the Counselor on the numbers given below:

1. Chairperson
Director : Mrs. Vani Prakash
080-26639780 (O)
+91 98450 43264 (M)
Email: vani@anprakashpmc.com
2. HR Counselor
GM HR - : Mrs. Shubha Goel
080-26639780 (O)
+91 98862 94420 (M)
Email: shubha.goel@anpcpmc.com
3. National Helpline for Women - 1091, 1291(toll free number)

You are also encouraged to bring to the notice of the Chairperson and the Counselor any such instance / act committed by anyone at the workplace against any of your women colleagues / co-workers (whether belonging to the company or not), without any fear.

The Company stands committed to provide a safe working environment for women and will render all assistance in providing justice against such acts.

All such matters reported **shall be kept confidential and not publicized in any manner whatsoever**. Where such an act perpetrated against you or any of your colleagues is punishable by law, the Company will assist you in filing your complaint with law enforcement agencies.