

IMPLEMENTATION OF SEXUAL HARRASMENT POLICY

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work. The Act came into force from 9 December 2013.

In order to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith, the Act has been implemented in Hindustan Paper Corporation Limited (HPC) from June '2014 onwards.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

The Act will ensure that women are protected against sexual harassment at all the work places, be it in public or private. This will contribute to realisation of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth.

In compliance to the Section 4 under Chapter II of the Act, the following Internal Complaining Committees have been formed to safeguard the women employees at work place.

Corporate Headquarters, Kolkata

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| 1) Ms. Pamela Nandi, In-charge (Finance) | - Chairperson |
| 2) Ms. Barnali Shome, Asstt. Mgr (Commercial) | - Member Secretary |
| 3) Mrs. Aruna Guha, Supervisor (Finance) | - Member |

Nagaon Paper Mill, Assam

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| 1) Ms. Smriti Dihingia, Manager (Purchase) | - Chairperson |
| 2) Ms. Bharati Saikia, Sr. Asstt (HR&ES) | - Member Secretary |
| 3) Ms. Nipa Sarma, Sr. Asstt (Training) | - Member |

Cachar Paper Mill, Assam

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| 1) Dr (Mrs) A Chakrabarty, Sr. MO | - Chairperson |
| 2) Smt. Susmita Sen, Executive (HR&ES) | - Member Secretary |
| 3) Smt Jaya Deb, Teacher, Kendriya Vidyalaya | - Member |