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**NU TEK INDIA LIMITED**

**Date: 11<sup>th</sup> February, 2016**

**RECONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE UNDER SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**

The Management had constituted an Internal Complaint Committee (ICC) on December 11<sup>th</sup>, 2013 as per the provision under "Sexual Harassment of Women At Workplace (Prevention, Prohibition And Redressal ) Act, 2013" after considering that the sexual harassment of women at workplace has been an important issue, which should be taken seriously and it is obligation of the management to provide appropriate working conditions for the women for their work, pleasure, health and hygiene to ensure the women at workplace so that there is no hostile environment and that the women employee should have reasonable grounds to believe that she is not disadvantaged in connection with her employment with the company. It had been the policy of the company to provide equal opportunity to the women at work, which have been specifically mentioned in HR policy as well.

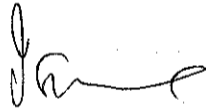
However Mrs. Smriti Srivastava, Sr. Manager Finance who is also the Presiding officer of the committee, Ms. Vibha Verma, Sr. Executive HR and Mr. Sanjay Kumar Singh, General Counsel and Company Secretary being other members of the said Committee has resigned from the company due to their personal reasons and consequent to their resignation there is a need to reconstitute the Internal Complaint Committee (ICC).

Therefore, the Board of Directors of the Company at their meeting held on 11.02.2016 hereby reconstitutes Internal Complaint Committee (ICC) under "The Sexual Harassment of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013" comprising of the following members;-

1. Ms. Bhawani Charak (Company Secretary and Compliance Officer) – Presiding Officer
2. Ms. Tara Saxena (Executive HR) – Member
3. Mr. VK Suri (Sr. Vice President-Operations) – Member
4. Mr. Neeraj Pandey (HR Manager) – Member

Women employee having any complaint should approach to appropriate committee with written complaint in case of sexual harassment at work place and the same should be directly addressed to the presiding officer of the committee.

For **Nu Tek India Limited**



Inder Sharma  
**Chairman & Managing Director**



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