



**OLYMPIA INDUSTRIES LIMITED**

## **POLICY ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN**

### **1. INTRODUCTION**

This policy has been framed in accordance with the provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and rules framed thereunder (hereinafter “the Act”). Accordingly, while the policy covers all the key aspects of the Act, for any further clarification reference shall always be made to the Act and the provisions of the Act shall prevail.

Success of Olympia Industries Limited (“Company”) is based on people. We treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility. We recruit competent and motivated people who respect our values, provide equal opportunities for their development and advancement; protect their privacy and do not tolerate any form of harassment or discrimination.

The Olympia Industries Limited Policy on Prevention of Sexual Harassment of Women intends to provide protection against sexual harassment of women at workplace and the prevention and redressal of complaints of sexual harassment and matters related to it.

### **2. SCOPE & EFFECTIVE DATE**

- The policy applies to all employees for awareness, but only a woman can file a complaint as per the POSH Act. Accordingly, an aggrieved employee may make, in writing, a complaint of sexual harassment at the workplace to the Internal Committee within a period of three months from the date of the incidence. The complaint's investigation would fall under the purview of the Internal Committee and all policy provisions would apply accordingly.
- The policy is effective from 30<sup>th</sup> March, 2015.

### **3. DEFINITIONS**

1. **Sexual harassment** may occur not only where a person uses sexual behavior to control, influence or affect the career, salary or job of another person, but also between co-workers. It may also occur between Olympia Industries Limited employee and someone that employee deals with in the course of his/her work who is not employed by the Company.

“Sexual Harassment” includes any one or more of the following unwelcome acts or behavior (whether directly or by implication):

- a) Any unwelcome sexually determined behavior, or pattern of conduct, that would cause



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discomfort and/or humiliate a person at whom the behavior or conduct was directed namely:

- Physical contact and advances;
- Demand or request for sexual favors;
- Sexually colored remarks or remarks of a sexual nature about a person's clothing or body;
- Showing pornography, making or posting sexual pranks, sexual teasing, sexual jokes, sexually demeaning or offensive pictures, cartoons or other materials through email, SMS, MMS etc.;
- Eve teasing, physical confinement against one's will or any such act likely to intrude upon one's privacy; and
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

b) The following circumstances if it occurs or is present in relation to any sexually determined act or behavior amount to sexual harassment:

- Implied or explicit promise of preferential treatment in employment;
- Implied or explicit threat of detrimental treatment in employment;
- Implied or explicit threat about the present or future employment status;
- Interference with the person's work or creating an intimidating or offensive or hostile work environment; or
- Humiliating treatment likely to affect her health or safety.

The reasonable person standard is used to determine whether or not the conduct was offensive and what a reasonable person would have done. Further, it is important to note that whether harassment has occurred or not, does not depend on the intention of the people but on the experience of the aggrieved woman.

2. **Aggrieved woman:** In relation to a workplace, a woman, of any age, whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent and includes contractual, temporary or visitors.
3. **Respondent:** A person against whom a complaint of sexual harassment has been made by the aggrieved woman.
4. **Employee:** A person employed at the workplace, for any work on regular, temporary, ad-hoc or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a coworker, a contract worker, probationer, trainee, apprentice or by any other such name.
5. **Workplace:** In addition to the place of work [Head office / Warehouses/Shops] it shall also include any place where the aggrieved woman or the respondent visits in connection with his/her work, during the course of and/or arising out of employment/ contract/ engagement with Olympia Industries Limited, including transportation provided for undertaking such a journey.



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### 6. Employer:

- A person responsible for management, supervision and control of the workplace.
- A person discharging contractual obligation with respect to Company

## 4. ROLES AND RESPONSIBILITIES

1. Responsibilities of Individual: It is the responsibility of all to respect the rights of others and to never encourage harassment. It can be done by:
  - a) Refusing to participate in any activity which constitutes harassment.
  - b) Supporting the person to reject unwelcome behavior.
  - c) Acting as a witness if the person being harassed decides to lodge a complaint.
2. Responsibilities of Departmental Heads: All Departmental Heads at Olympia Industries Limited must ensure that nobody is subject to harassment and there is equal treatment. They must also ensure that all employees understand that harassment will not be tolerated; that complaints will be taken seriously; and that the complainant, respondent/s, or witnesses are not victimized in any way.

## 5. REDRESSAL MECHANISM – FORMAL INTERVENTION

In compliance with the Act, the complainant needs to lodge a written complaint, which shall be followed by a formal redressal mechanism as described in this Policy. In case of a verbal complaint, the complaint will be reduced in writing by the receiver of the complaint and signatures of the complainant will be obtained.

## 6. INTERNAL COMMITTEE (“COMMITTEE”)

To prevent instances of sexual harassment and to receive and effectively deal with complaints pertaining to the same, an "Internal Committee" is constituted at each location. The detail of the committee is notified to all covered persons at the location (workplace).

The committee at each location comprises of:

- Presiding Officer: A woman employed at a senior level in the organization or workplace.
- At least two members from amongst employees, committed to the cause of women and or having legal knowledge.
- One external member, familiar with the issues relating to sexual harassment.
- At least one half of the total members is women.

The committee is responsible for:

- Receiving complaints of sexual harassment at the workplace



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- Initiating and conducting inquiry as per the established procedure
- Submitting findings and recommendations of inquiries
- Coordinating with the employer in implementing appropriate action
- Maintaining strict confidentiality throughout the process as per established guidelines
- Submitting annual reports in the prescribed format.

A quorum of 3 members is required to be present for the proceedings to take place. The quorum shall include the Presiding Officer and at least two members. At least one lady should be present for the quorum to be complete.

Current nominated members of the committees are given in **Annexure A**.

### **7. LODGING A COMPLAINT**

The complainant needs to submit a detailed complaint, along with any documentary evidence available or names of witnesses, to any of the committee members at the workplace.

The complaints can also be sent by email or in digital form with the complainant's signature

The complaint must be lodged within 3 months from the date of incident/ last incident. The Committee can extend the timeline by another 3 months for reasons recorded in writing, if satisfied that these reasons prevented the lodging of the complaint.

Provided that where such a complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the women for making the complaint in writing.

If the aggrieved woman is unable to lodge the complaint in account of her incapacity, the following may do so on her behalf, with her written consent.

- Legal heir, relative or friend
- Co-worker
- Any person having the knowledge of the incident

Wherever possible Company ensures that all the complaints of harassment are dealt with speedily, discreetly and as close as possible to the point of origin.

### **8. RECEIVING A COMPLAINT (GUIDELINES)**

The following points are kept in mind by the receiver of the complaint:

- Complaint are listened to and the complainant is informed that the Company takes the concerns seriously.
- Complainant is informed that these concerns will be reported to the appropriate committee



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and follow up will be done speedily

- Situation are not being pre-judged. Written notes are taken while listening to the person. Complainant is allowed to bring another person to the meeting if they wish. When taking accurate notes, complainants own words, where possible, is used. Clear description of the incident in simple and direct terms is prepared and details are confirmed with the complainant.
- All notes are kept strictly confidential. Complainant's agreement is taken to allow proceeding with the matter, which involves a formal investigation.

### **9. RESOLUTION PROCEDURE THROUGH CONCILIATION**

Once the complaint is received, before initiating the inquiry the committee may take steps to conciliate the complaint between the complainant and the respondent. This is only if requested by the aggrieved woman.

It is made clear to all parties that conciliation in itself doesn't necessarily mean acceptance of complaint by the respondent. It is a practical mechanism through which issues are resolved or misunderstandings cleared.

In case a settlement is arrived at, the committee records & reports the same to the employer for taking appropriate action. Resolution through conciliation happens within 4 weeks of receipt of complaint.

The committee provides copies of the settlement to complainant & respondent. Once the action is implemented, no further inquiry is conducted.

### **10. RESOLUTION PROCEDURE THROUGH FORMAL INQUIRY**

#### **Conducting Inquiry**

The committee initiates inquiry in the following cases:

- No conciliation is requested by aggrieved woman.
- Conciliation has not resulted in any settlement.
- Complainant informs the committee that any term or condition of the settlement arrived through conciliation, has not been complied with by respondent.

The Committee proceeds to make an inquiry into the complaint within a period of 2 weeks of its receipt of the original complaint/closure of conciliation/repeat complaint.

### **11. MANNER OF INQUIRY INTO COMPLAINT:**

- Complainant should submit the complaint along with supporting documents and the names of the witnesses.



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- Upon receipt of the complaint, the committee sends 1 copy of the complaint to respondent within 7 working days.
- Respondent replies with all supporting documents within 10 working days of receiving the copy of the complaint.
- No legal practitioner can represent any party at any stage of the inquiry procedure.
- The Complaints Committee makes inquiry into the complaint in accordance with the principles of natural justice.
- In conducting the inquiry, a minimum of three committee members including the Presiding Officer is present.

### **12. INTERIM RELIEF**

During pendency of the inquiry, on a written request made by the complainant, the committee may recommend to the employer to –

- Prevent the respondent from assessing complainant's work performance.
- Prevent any verbal/non-verbal communication between complainant and Respondent.
- Grant leave to the aggrieved woman, in addition to the leave she would be otherwise entitled with the approval of Employer.
- Grant such other relief as may be appropriate with approval of Employer.

### **13. TERMINATION OF INQUIRY**

Committee may terminate the inquiry or give ex-parte decision, if complainant or respondent respectively is absent for 3 consecutive hearings, without reason 15-day written notice to be given to the party, before termination or ex-parte order.

### **14. INQUIRY PROCEDURE**

The Committee interviews the respondent separately and impartially. Committee states exactly what the allegation is and who has made the allegation. The respondent is given full opportunity to respond and provide any evidence etc. Detailed notes of the meetings are prepared which may be shared with the respondent and complainant upon request. Any witnesses produced by the respondent are also interviewed & statements are taken. If the complainant or respondent desires to cross examine any witnesses, the Committee facilitates the same and records the statements.

In case complainant or respondent seeks to ask questions to the other party, they may give them to the Committee which asks them and records the statement of the other party.

Any such inquiry is completed, including the submission of the Inquiry Report, within 90 working days from the date on which the inquiry is commenced. The inquiry procedure ensures absolute fairness to all parties.



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### **15. CONSIDERATIONS WHILE PREPARING INQUIRY REPORT**

While preparing the findings/recommendations, following are considered:

- Whether the language used (written or spoken), visual material or physical behavior was of sexual or derogatory nature.
- Whether the allegations or events follow logically and reasonably from the evidence.
- Credibility of complainant, respondent, witnesses and evidence.
- Other similar facts, evidence, for e.g. if there have been any previous accounts of harassment pertaining to the respondent.
- Both parties have been given an opportunity of being heard.

### **16. ACTION TO BE TAKEN AFTER INQUIRY**

**17.** The inquiries must be completed within 90 days, Post the inquiry, the committee must submit its report containing the findings and recommendations to the employer, within 10 working days of completion of the inquiry. **COMPLAINT UNSUBSTANTIATED**

Where the committee arrives at the conclusion that the allegation against the respondent has not been proved, it recommends to the employer that no action is required to be taken in this matter.

Further, the committee ensures that both parties understand that the matter has been fully investigated, that the matter is now concluded and neither will be disadvantaged within the company.

### **18. COMPLAINT SUBSTANTIATED**

Where the committee arrives at the conclusion that the allegation against the respondent has been proved, it recommends to the employer to take necessary action for sexual harassment as misconduct, in accordance with the applicable service rules and policies, and this may include:

- Counseling
- Censure or reprimand
- Apology to be tendered by respondent
- Written warning
- Withholding promotion and/or increments
- Suspension
- Termination
- Or any other action that the Management may deem fit.

The employer acts upon the recommendations within 60 days and confirm to the committee.



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## **19. MALICIOUS ALLEGATIONS**

Where the committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer to take action against the woman or the person making the complaint.

The action recommended should be similar to the ones proposed for the respondent in case of substantiated complaints.

While deciding malicious intent, the committee should consider that mere inability to substantiate a complaint need not mean malicious intent. Malicious intent must be clearly established through a separate inquiry.

Inability to prove a complaint does not mean it was false, unless malicious intent is shown.

## **20. CONFIDENTIALITY**

The identity of the complainant, respondent, witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the employer is considered as confidential materials, and not published or made known to public or media.

Any person contravening the confidentiality clauses is subject to disciplinary action as prescribed in the act.

## **21. APPEAL**

Any party not satisfied or further aggrieved by the implementation or non-implementation of recommendations made, may appeal to the appellate authority in accordance with the Act and rules, within 90 days of the recommendations being.

## **22. MECHANISMS TO STRENGTHEN IMPLEMENTATION OF POLICY**

- Communication of policy
- Display constitution of Internal Committee
- Making it a part of the Corporate Induction & Training
- Inclusion of the number of cases reported and resolution in the Annual Report.
- Appropriate Government can call upon companies / inspect records related to Policy on Prevention of Sexual Harassment of Women and its implementation.
- All employees should attend annual POSH awareness training



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**23. GENERAL**

The decision of the Board of Directors of the Company with regard to any or all matters relating to this policy shall be binding on all concerned. The Board of the Company shall have the power to modify, amend or replace this policy in part or full, as may be thought fit from time to time in their absolute discretion.

Last amended and reviewed by the Board of Directors on 25.09.2025



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**Annexure A**

<b>Internal Committee at Olympia Industries Limited</b>	
<b>Presiding Officer</b>	Ms. Shraddha Pangam
<b>Member</b>	Mr. Ganesh Khetan
<b>Member</b>	Mr. Avanti Patthey
<b>External Member</b>	Ms. Bijal Rathod

Last reconstituted by the Board of Directors on 31.03.2026