



TATA STEEL BUSINESS DELIVERY CENTRE

POLICY ON PREVENTION OF SEXUAL HARASSMENT (POSH) AT WORKPLACE

Tata Steel Business Delivery Centre Limited (TSBDCL) is committed to provide a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

TSBDCL shall provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The Company believes that all stakeholders irrespective of their gender identity, gender expression, sexual orientation, HIV positive status or sex assigned at birth have the right to be treated with dignity.

In continuation with our endeavour towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have put together this policy called Prevention of Sexual Harassment at Workplace.

In accordance with this policy, committees and detailed guidelines have been formed to address the issue of sexual harassment at workplace. All employees (permanent, temporary, contract) as well as trainees, visitors to our office premises or service providers are covered under this policy.

If someone has crossed a line, then refer to the guidelines on Prevention of Sexual Harassment at Workplace and report to Internal Complaints Committee.

Sudeep Mishra

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Managing Director

TATA STEEL BUSINESS DELIVERY CENTRE LIMITED

(formerly known as Kalimati Global Shared Services Limited)

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