

## **POLICY ON PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE**

**We, at PATTON INTERNATIONAL LIMITED, strive to provide a safe working environment and believe in treating each individual with dignity and respect.**

- We conduct education and sensitisation programmes to spread awareness & prevent sexual harassment
- We do not tolerate any form of harassment or discrimination
- We have an Internal Grievance/Complaints Committee to investigate any complaint
- The identity of the complainant, respondent, witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the committee, and action taken by the employer are considered confidential materials and will not be shared with anyone
- Our policy has been framed in accordance with the provisions of "The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013"



**Sanjay Budhia**  
(Managing Director)