

PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE (POSH POLICY)



HERO FUTURE ENERGIES

OUR COMMITMENT

At HFE any form of sexual harassment or sex-based discrimination, regardless of the sex of the recipient of such behaviour or the perpetrator of such behaviour is prohibited in the workplace. The Company is committed to provide a healthy work environment that enables its employees to work with dignity without fear of prejudice, gender bias and sexual harassment.

POSH POLICY DETAILS

HFE has a strict policy for the prevention of sexual harassment at the HFE workplace and to ensure proper redressal of complaints of sexual harassment for matters connected therewith or incidental thereto and confirms HFE's specific and express commitment to comply with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Act") and to promote a workplace free of sexual harassment for all its women employees.

This Policy is applicable to all employees of HFE who are engaged on regular, temporary, ad-hoc, daily wage basis or as a co-worker, contract worker, probationer, trainee, or apprentice. It also covers persons employed through contractors/agents, consultants or any other service provider or even persons working on a voluntary basis or without any remuneration.

This Policy applies to:

- All offices and premises of HFE where its business is conducted; and
- Any place or premise visited by an employee of HFE for carrying out duties towards the organization, or where the employee is present in a work-related context or in professional capacity.

COMPLAINT PROCEDURE

Under this Policy, complaints can be made to the relevant HFE IC (Internal Committee) by any "aggrieved person", whether employed or not with HFE, who alleges that they have been subjected to sexual harassment by the alleged perpetrator who is an employee of HFE at the time the alleged incident of sexual harassment occurred or where the alleged incident has taken place at the HFE Workplace.

ROLE OF IC

On receipt of the complaint, IC will follow all the steps stated in the Act and HFE POSH Policy for dealing with the Complaint. Throughout the process of Inquiry Proceedings, confidentiality will be maintained to the extent practicable and possible under the circumstances.