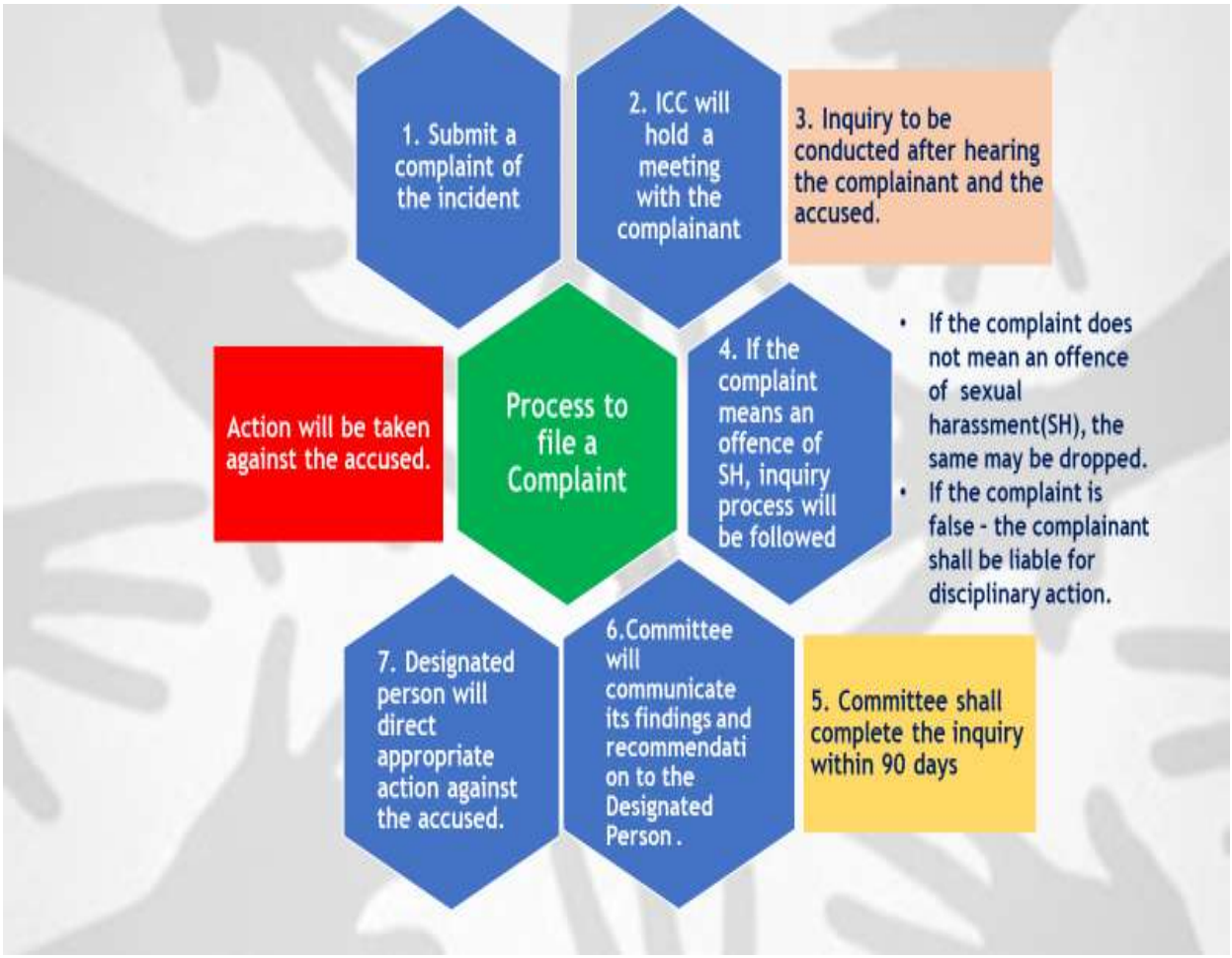
Constitution of Internal Committee (IC)

[Constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013]

Sl. No.	Members of IC	Role	Location	Designated Email ID	Contact No.
1	Shaila Shalet Dsouza	Presiding Officer	PAN India	ic.posh@icraanalytics.com	+91 (80) 40589400
2	Jayakumar B	Member			
3	Raghunandan V	Member			
4	Deepika Goyal	Member			
5	Dr. Aditi Kaushal	External Member			
6	Legal & Compliance Resource	Vacant; to be filled in as and when appointed			

The above-mentioned email ids are to be used for only reporting the incidents pertaining to sexual harassment at workplace.
For any other matters, please raise a concern through appropriate channels as provided by the Company.

------X-----


1. Submit a complaint of the incident
2. ICC will hold a meeting with the complainant
3. Inquiry to be conducted after hearing the complainant and the accused.
Process to file a Complaint
4. If the complaint means an offence of SH, inquiry process will be followed
If the complaint does not mean an offence of sexual harassment(SH), the same may be dropped.
If the complaint is false - the complainant shall be liable for disciplinary action.
Action will be taken against the accused.
5. Committee shall complete the inquiry within 90 days
6.Committee will communicate its findings and recommendation to the Designated Person.
7. Designated person will direct appropriate action against the accused.