

Prevention of Sexual Harassment (POSH)

The Company aims to provide a safe working environment and prohibits any form of sexual harassment. Discrimination and harassment of any type are strictly prohibited. Hence any act of sexual harassment or related retaliation against or by any associate is unacceptable. This provision, therefore, intends to prohibit such occurrences and details procedures to follow when an associate believes that a violation of the policy has occurred within the ambit of all applicable regulations regarding Sexual Harassment.

Employees if at any time feel being a victim of Sexual harassment by any anyone in the organization can lodge a complaint against that person/group without hesitating of their identity being disclosed to anyone. A legible action will be taken against that person/group, if found guilty. Employee can write the instance via **Employee Desk >> HR Tile >> Grievance and Suspicious Activity**.

Applicability

This encompasses all the employees of the Company including contractual staff and trainees. This also extends to those who are not associates of the Company, such as visitors, partners etc. but are subjected to sexual harassment at premises of the company including all the branches and Group companies.

Internal Complaints Committee (ICC)

Location	Members
Mumbai	Ms. Punam Upadhyay – Chairperson
	Dr. Vibha Marfatia from NGO – Director SAHAS (External Member from NGO)
	Mr. Jasvinder Singh Arora – Chief Risk Officer
	Mr. Hemanshu Mevawala – Member – NJ HR Group
	Ms. Thresa Edward Fernandes – HR
Surat	Ms. Punam Upadhyay – Chairperson
	Ms. Purvi N. Desai – Member – NJ Group
	Dr. Vibha Marfatia from NGO – Director SAHAS (External Member from NGO)
	Mr. Hemanshu Mevawala – Member – NJ HR Group
	Mr. Hemal Gandhi – Sr. Deputy General Manager

In case aggrieved person is not a company's employee or not having access of Employee Desk one can post Grievance regarding Sexual Harassment on posh@njgroup.in

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BUILT ON RULES

NJ Asset Management Private Limited CIN: U67100GJ2005PTC046959
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