



THE TINPLATE COMPANY OF INDIA LIMITED

JAMSHEDPUR

PREVENTION OF SEXUAL HARASSMENT (POSH) AT WORKPLACE POLICY

The Tinsplate Company of India Limited (TCIL) is committed to providing a place of work which is free of sexual harassment.

The Tinsplate Company of India Limited 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, have the right to be treated with dignity.

In continuation with our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and a 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 permanent employees, trainees, contractor workforce, visitors or service providers within TCIL premises are covered under this policy.

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

10th July 2018

(R. N. Murthy)
Managing Director