

Putzmeister Concrete Machines Private Limited

Dear Putzmeister Team,

We at putzmeister are committed to create a healthy working environment and giving equal opportunity that enables employees to work without fear of prejudice, gender, bias and sexual harassment. Sexual harassment of women at work place or outside work place involving employees is a grave offence and is, therefore, punishable.

Any unwelcomed physical, verbal or unphysical conduct of sexual nature /behavior are subject to strict disciplinary actions as recommended by internal complaints committee as well as will attract criminal liability under provisions of law.

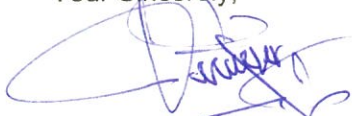
In compliance with provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, Putzmeister Concrete Machines Pvt Ltd adopted anti sexual harassment policy and constituted internal complaint committee.(Please refer detailed policy annexed herewith). Please take note that the said internal complaints committee has been reconstituted effective 21st March 2022 as below.

1. Ms. Dorothy Dsouza, Sr. Executive HR , - **Presiding officer**
2. Ms. Freeda Dcosta, Sr. Executive Spare Parts – Member
3. Ms. Dhenu Gaitonde, Sr. Executive Planning – Member
4. Ms. Astrida Fernandes, EA to MD – Member
5. Ms. Mahuya Mondal, Assistant Manager Sales/Admin- Member
6. Ms. Varsha Gupta, Executive Admin - Member
7. Mr. Purushottam Balaji, Senior Service Manager – Member
8. Ms. Punita Kashyap, Senior Sales executive – Member
9. Mr. Rishabh Singh, Senior Manager special products - Member
10. Mr. Siddhesh Zantye, Company Secretary -Member
11. Adv. Smrati Bangera – Advocate by profession and external member on the committee

Kindly ensure that we maintain decency, uphold dignity of women employees at all the times. Let us contribute towards building a constructive and healthy work culture at Putzmeister.

Any employee who feels and is being sexually harassed directly and/or indirectly may submit a complaint of the alleged incident to the Presiding Officer

Your Sincerely,



Vivekanand Pauskar
Chief Financial Officer

Date: 5th April 2022



Dorothy Dsouza
Presiding Officer

Regd. Office and Factory:

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www.putzmeister.com

Putzmeister Concrete Machines Private Limited, is a 100% subsidiary of Putzmeister, Germany