



Internal Communications

Ref.: MD/3/JSR/176

Date: 16th September 2024

Policy on Prevention of Sexual Harassment at Workplace

TRF is committed to providing a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

TRF shall provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidating or exploitation. TRF believes that all stakeholders, irrespective of their gender, have the right to be treated with dignity.

In continuation to our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and 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 employees (permanent, temporary, contract) as well as trainees, visitors to our office premises or services are covered under this policy.

If someone has crossed a line, refer to the guidelines on Prevention of Sexual Harassment at Workplace and report the matter to Internal Committee (IC).

This supersedes the earlier circular on POSH.

A handwritten signature in blue ink, appearing to read 'Umesh Kumar Singh', is written over the printed name. To the right of the signature, the date '16/09/2024' is handwritten in blue ink.

Umesh Kumar Singh
Managing Director