



addwatt
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Policy on Prevention of Sexual Harassment (PoSH) of women at workplace

Addwatt Power Solutions Private Limited (Henceforth Addwatt Power) is committed to provide work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment. Addwatt Power is also committed to promoting a work environment that is conducive to the professional growth of its employees and encourages equality of opportunity.

Addwatt Power will not tolerate any form of sexual harassment and is committed to take all necessary steps to ensure that its employees are not subjected to any form of harassment

This policy applies to all employees (full-time, part-time, trainees and those on contractual assignments) of the Company including all subsidiaries and affiliated companies at their workplace or at client sites. The Company will not tolerate sexual harassment, if engaged in by clients or by suppliers or any other business associates.

All employees of the Company have a personal responsibility to ensure that their behaviour is not contrary to this policy. All employees are encouraged to reinforce the maintenance of a work environment free from sexual harassment.

Aggrieved employees are encouraged to report any such incidents to CEO/MD.

(A detailed copy of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is available with the HR department)

For Addwatt Power Solutions Pvt. Ltd.

Director

Addwatt Power Solutions Pvt. Ltd.

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