

**Constitution of an Internal Committee (IC) to handle matters related to prevention, prohibition and redressal of sexual harassment at Ramky Enviro Engineers Ltd.**

The following persons are hereby appointed as members of the Internal Committee (IC) constituted at Ramky Enviro Engineers Ltd for a period of three years from the dates mentioned below.

This is in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013. The IC has been constituted to recommend actions for prevention of sexual harassment and also to redress complaints related to or connected with sexual harassment.

S No	Name	Designation/Role	IC Designation	Contact Details
1	Aruna R	General Manager - Taxation	Chairperson	<a href="mailto:aruna.regidi@ramky.com">aruna.regidi@ramky.com</a>
2	Dr Sailaja	General Manager - TD	Member	<a href="mailto:sailaja.b@ramky.com">sailaja.b@ramky.com</a>
3	Dr Srinivas K	Vice President - Technical	Member	<a href="mailto:drksrinivas@ramky.com">drksrinivas@ramky.com</a>
4	Dr Sasi Jyothsna	Deputy Manager - Consultancy	Member	<a href="mailto:srisasijyothsna@ramky.com">srisasijyothsna@ramky.com</a>
5	Ravi Chandra ASV	Senior Deputy Manager - HR	Member	<a href="mailto:ravichandra.asv@ramky.com">ravichandra.asv@ramky.com</a>
6	Asiya Shervani	Independent Consultant	External Member	<a href="mailto:asiya.shervani@gmail.com">asiya.shervani@gmail.com</a>

In case any member of this committee is found guilty of violation of any law in place, or of a policy of the company, such member will be immediately removed from his/her position on the Internal Committee and will also be subjected to disciplinary action.

Any person found guilty of violating the Prevention of Sexual Harassment Policy as substantiated by a thorough and fair investigation, shall be subject to appropriate disciplinary action, leading up to and including payment of penalty or termination of services with/or without compensation based on severity of case. In case a complaint is filed under the Indian Penal Code, at the option of the complainant, the respondent may also have to face imprisonment, the term of which may range between 1 - 3 years or with fine or both.

*Ramky Enviro Engineers Ltd.*

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Sujiv Nair  
Chief HR Officer

Date: Sep 1, 2019