

Date: 1<sup>st</sup> April 2023

**NOTICE**

**CONSTITUTION OF INTERNAL COMMITTEE FOR INVESTIGATION OF COMPLAINTS  
RELATING TO SEXUAL HARASSMENT AT WORKPLACE.**

In accordance with section 4(2) read with section 9(b) of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act and the rules, 2013, the Internal Committee consisting of the following members is constituted.

Madhusmita Behera	Presiding officer	mabe@stibosystems.com	9341030303
Anees Madathil	Member	anma@stibosystems.com	9845309140
Shwetha Mallya	Member	shma@stibosystems.com	9148141977
Yamuna G.C	External member	yamuna@sashaindia.com	9845569732

The formation of the committee shall be effective from 1<sup>st</sup> April 2023 and shall be in force for a period of 3 years. Any vacancies arising during the said period will be filled up in accordance with the provisions Act and Rules read with the policy of the company.

*Note: Any person found guilty of violating the Policy on Prevention of Sexual Harassment (POSH) at the Workplace as substantiated by data and facts, shall be liable for penal consequences as per provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Rules, 2013. Any person found guilty shall be subject to appropriate disciplinary action, leading upto and including 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.*



**FOR STIBO SYSTEMS INDIA PRIVATE LIMITED**