

YASH GROUP

Prevention of Sexual Harassment Policy

Yash Group has implemented “Prevention of Sexual Harassment at Workplace” Policy which is applicable to all workmen working at YSCL Plant.

The motto of the policy is to provide a safe, secure and enabling environment, free from sexual harassment to every woman working at YSCL premises. Further the Policy seeks to endow protection to its women employees at any place visited by her which arises out of or during the course of her employment with the Company including transportation provided by the Company for undertaking such journey.

YASH is committed to provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The Company believes that all stakeholders, irrespective of their gender, have right to be treated with dignity.

Any form of discrimination that includes unwelcome attention of sexual nature is considered sexual harassment. It involves a range of behaviors from seemingly mild transgressions and annoyances, to actual sexual abuse or sexual assault. Anyone from either gender can be a victim of sexual harassment, and anybody from either gender can be a perpetrator. Sexual harassment also includes the conduct of co-workers who engage in verbal or physically harassing behavior which has the potential to humiliate or embarrass an employee or the company.

In continues with our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have out together this policy called Prevention of Sexual Harassment at workplace.

In accordance with this policy, committee(s) and detailed guidelines have been formed to address the issue of sexual harassment at workplace. All employees (Permanent, Temporary on Contract) as well as trainees, visitors to our office premises or service providers are covered under this policy.

Harsh Patel
Director