

SPEAK UP

WE ARE LISTENING

At Piramal, we have a **Zero Tolerance policy** towards sexual harassment, whether physical or verbal. To aid our pursuit of creating a workplace where you can be your best self, we have created **India Resurgence Asset Management Business Private Limited Internal Committee (IC)** who will address any complaints of sexual harassment.

These IC members are comprised of qualified individuals who are dedicated to the cause of Prevention of Sexual Harassment (PoSH) and will ensure all complaints are investigated with the utmost confidentiality and due diligence. Our POSH Policy is gender neutral.

Committee role	ICC Members
Presiding Officer	Anubha Sital anubha.sital@IndiaRF.com
Member	Abhishek Ruwatia abhishek.ruwatia@IndiaRF.com
Member	Mrinal Chandran mrinal.chandran@IndiaRF.com
Member	Sanmita Sawant sanmita.sawant@IndiaRF.com
External Member	Kanchan Paralkar kanchan@sashaindia.com

For internal circulation only

If you see something, say something!

You can also write to POSH@piramal.com to file a complaint.

Let's work together to build an equal, safe, and inclusive workplace for all.