



# INTER STATE OIL CARRIER LIMITED

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## POLICY ON PREVENTION OF SEXUAL HARASSMENT (POSH) OF WOMEN AT WORKPLACE

Inter State Oil Carrier Limited has always believed in providing a safe and harassment free workplace for every individual working in premises. The Company always endeavours to create and provide an environment that is free from discrimination and harassment including sexual harassment.

Our success is based on our people. We treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility.

We are committed to provide a safe and healthy environment to its women employees and thus formulated a policy in accordance with the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and rules framed thereunder (hereinafter "the Act") accordingly. While the policy covers all the key aspects of the Act, for any further clarification reference shall always be made to the Act and the provisions of the Act shall prevail.

As per Section 4(3) of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, every member of the Internal Complaints Committee (ICC) shall hold office for not more than three years from the date of their nomination. Therefore, in year, 2020 the Board of Directors re-constituted the Internal Complaints Committee (ICC). Details of the ICC is given below and women employees having reason to believe that they have been Sexually harassed, may approach the following persons:

Name	Position held in ICC
Ms. Nikita Mohta	Presiding Officer
Mr. Malay Das	Member
Mr. Susankar Chandra Das	Member
Mrs. Sunita Jain	Member

ICC will keep the complaint(s) received in strict confidence and every member shall carry out investigation thereon and will resolve the same and for all the purposes, provisions more fully are provided in Posh Act and rules will by and large be followed.

This policy is internal to the Company and also seek to encourage women employees to express freely in good faith about Sexual Harassment at work place. This policy will also be subject to amendment and/or revision from time to time as may be necessary. This policy is being hosted on the Company's website [www.isocl.in](http://www.isocl.in)

For Inter State Oil Carrier Limited

  
Sanjay Jain  
Managing Director

