

## **ANTI HARASSMENT POLICY**

WILHELM TEXTILES INDIA PVT. LTD. is an equal employment opportunity company and is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. The company also believes that all employees of the Company, have the right to be treated with dignity.

We are committed to protect employees from harassment based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or pardoned conviction

All sort of harassment as listed below at the work place or other than work place if involving employees are a grave offence and is, therefore, punishable.

- offending or humiliating someone physically or verbally;
- threatening or intimidating someone; or
- making unwelcome comments about someone's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or pardoned conviction.
- offensive or humiliating behaviour that is related to a person's sex;
- behaviour of a sexual nature that creates an intimidating, unwelcome, hostile or offensive work environment; or
- behaviour of a sexual nature that could reasonably be thought to put sexual conditions on a person's job or employment opportunities
- eve teasing, innuendos and taunts, physical confinement against one's will and likely to intrude upon one's privacy
- act or conduct by a person in authority which creates the environment at workplace hostile or intimidating to a person belonging to the other sex;

Harassment at **WILHELM TEXTILES INDIA PVT. LTD** is not at all tolerated. Employees who are found to have harassed another individual may be subject to disciplinary action. This includes any employee who interferes with the resolution of a harassment complaint, retaliates against an individual for filing a harassment complaint, or files an unfounded harassment complaint intended to cause harm.

This Policy extends to all employees of the company and is deemed to be incorporated in the service conditions of all employees and comes into effect immediately.