

CIRCULAR

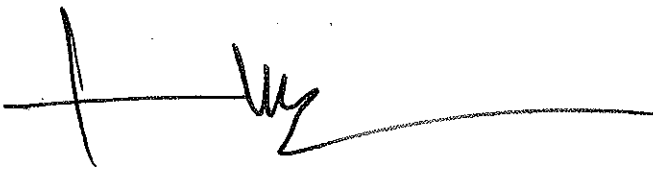
17th February, 2020

This is to inform you all that as per the Guidelines issued under “The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013” our Company had defined a “POLICY ON PREVENTION, PROHIBITION & REDRESSAL OF SEXUAL HARASSMENT AT WORKPLACE”, as of November, 2014 and is available on the Company’s website : www.ismt.co.in

The Internal Complaints Committee is being re-constituted and the members of the same are as follows:

1. Ms Soni Singh, Presiding Officer (Contact No.020-41434136)
2. Mr Chetan Nathani, Member (Contact No.020-41434161)
3. Ms Padma V, Member (Contact No.020-41434109)
4. Sis Philomina Thomas, Member from NGO, Womens Welfare Center, Pune (Contact No.020-26684909)

We seek your co-operation to build a work environment which is based on equality and dignity for our women colleagues.



Rakesh Duda
Director – Corporate HR



5CT-0123, 5L-0102



ISO/IATF : 16949:2016

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ISO : 9001:2015



BS OHSAS 18001:2007
ISO : 14001:2015