

PHILIPS INDIA LIMITED

PREVENTION, PROHIBITION AND REDRESSAL AGAINST SEXUAL HARASSMENT OF WOMEN EMPLOYEES AT WORKPLACE POLICY

VERSION	CHANGES	DATE
1.0	First Draft of the Policy released	6-May-2014
1.1	Change in the committee members	28-February-2018
1.2	Change in the committee members	10-January-2019
1.3	Change in the committee members	16-July-2019
1.4	Change in the presiding officer	15-October-2019
1.5	Change in external consultant and Committee member	04-March-2020
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1.7.1	New POSH Committee members & updates	01-Oct-2021
1.8	Change in external consultant and Committee member	18-October-2022
1.9	Inclusion of scope of transgender women to the policy	18-October-2022
1.10	Review of the Policy	21-February-2025
1.10	Review of the Policy	05-August-2025

Approved by : Sharad Kumar
Head of Legal and Country Compliance Officer – ISC Market
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PREVENTION, PROHIBITION AND REDRESSAL AGAINST SEXUAL HARASSMENT OF WOMEN EMPLOYEES AT WORKPLACE POLICY

1. INTRODUCTION

At Philips India Limited [**“Philips”**], our people make the difference between good and great results, whether it is in day-to-day operations or year-to-year performance. To keep our relationship with employees strong, we believe it is important to formalize our commitments and obligations with respect to making Philips not only a fair, safe and respectful environment but also an inspiring place to work and grow.

This prevention, prohibition and redressal against sexual harassment of women employees at workplace policy [**“Policy”**] is meant to educate the employees about what conduct constitutes sexual harassment, the ways and means which are adopted to prevent occurrence of any such event, and in the unlikely chance of such an occurrence, to enable a fair mechanism for dealing with such conducts.

This policy is made in accordance with:

- a. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 dated 23rd April 2013 and
- b. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 dated 9th December 2013.
- c. The Hon’ble Supreme Court’ guideline in the case of Vishaka Vs. State of Rajasthan , AIR 1997 SC 3011.
- d. Philips General Business Principles.

2. OBJECTIVE

The objective of prevention, prohibition and redressal against sexual harassment of women employees at workplace policy is enumerated in detail below:

- a) To protect the rights of women to work with dignity and respect at workplace.
- b) Provide protection against sexual harassment of women at workplace.
- c) Prevention of sexual harassment at workplace.
- d) Redressal of sexual harassment complaints and for matters connected therewith or incident thereto.

3. SCOPE AND APPLICABILITY

This policy applies to all allegations of sexual harassment at the Workplace. Workplace includes all places visited by an Employee arising out of or during employment. It also includes extended Workplace while travelling (such as transportation provided by Philips), place of stay and work, venue of work-related events, work-related venue of entertainment or leisure.

This policy shall be applicable to all Employees (including part-time, temporary, contractual personnel, trainees, persons on probation and apprentices) while on an engagement with Philips in India as well as to any other third party who is present on Philips premises (such as vendors, consultants, customer employees, candidates, visitors, or guests).

4. DEFINITIONS

- (a) "Employer": Philips India Limited.
- (b) "Employee": All categories of women employees employed at workplace of Philips, including permanent, temporary, workmen, interns, employees on contract, trainee, probationer, apprentice, and volunteer either directly or through an agent including a contractor with or without the knowledge of Philips.
- (c) "Workplace" : All offices, factories or other premises where Philips business is conducted, which includes as follows-
 - (i) Philips premises (including guest houses) and any place visited by the Employee arising out of or during the course of employment including transportation provided by Philips for undertaking such a journey.
 - (ii) Any social, business or other function where the conduct may have an adverse impact on the workplace or workplace relations. This also includes homeHome office setup for the Employee.
- (d) "Sexual Harassment": Includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely: -
 - (i) Physical contact and advances; or
 - (ii) A demand or request for sexual favors; or
 - (iii) Making sexually colored remarks; or
 - (iv) Showing pornography; or
 - (v) Any other unwelcome physical, verbal conduct of sexual nature:

Further, the following circumstances, *inter alia*, if it occurs or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- (i) Implied or explicit promise of preferential treatment in employment; or
 - (ii) Implied or explicit threat of detrimental treatment in employment; or
 - (iii) Implied or explicit threat about present or future employment status or
 - (iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her; or
 - (v) Humiliating treatment likely to affect health or safety.
- (e) “Aggrieved Woman”: In relation to workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent. This includes transgenders who have declared themselves in writing to be considered as Woman
- (f) “Respondent”: Against whom the Aggrieved Woman has made a complaint.

5. **INTERNAL COMPLAINTS COMMITTEE**

In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Philips India has instituted an appropriate complaint mechanism in the form of “Internal Complaints Committee” (ICC) comprised with at least one half of woman members for redressal of sexual harassment complaint made by the victim and for ensuring the time bound treatment of such complaints.

Two types of Internal Complaints Committee will be formed at different level of Philips business operations across India namely Core Complaints Committee and Site Complaint Committee.

a. CORE COMPLAINT COMMITTEE:

The Core Complaints Committee shall be instituted at its corporate office at Gurgaon, which shall be responsible for corporate office, HIC, GBS Pune and Chennai, and Philips Innovation Centre, Bangalore and also responsible for subsidiaries, associated companies. The Core Complaints Committee consists the members as follows:

- (i) One Presiding Officer – shall be a woman employed at a senior level at workplace amongst the employees.
- (ii) Two Members – shall be amongst the employees preferably committed to the cause of woman or having legal knowledge.
- (iii) One member – shall be amongst the Non-Government Organization or association committed to the cause of woman who shall be entitled to get fees and reimbursement

of actual expenses from Philips as prescribed in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

One member – shall be amongst the Human Resource Department.

b. SITE COMPLAINTS COMMITTEE:

Each factory and branch office will form a Site Complaints Committee consists the members as follows:

- I. One Presiding Officer – The Presiding Officer of Core Complaints Committee shall also be the Presiding Officer for each Site Complaints Committee. The presiding officer will be same as that of the Core Complaints Committee.
- II. Two Members – shall be amongst the employees preferably committed to the cause of woman or having legal knowledge based at the factory or branch office.
- III. One member – The external member (from NGO) of the Core Complaints Committee shall also be the external member for each Site Complaints Committee.

The Site Complaints Committees will be formed at each factory and branch office level which shall be responsible for as given below:

SrNo.	Site Complaints Committee	Responsible for
1	DMC R&D & Factory– Site Complaint Committee	DMC R&D Centre, Pimpri DMC Factory, Chakan
2	PIC – Site Complaint Committee	PIC, Bangalore
3	Western Region – Site Complaint Committee	Mumbai Office and Pune Office, Ahmedabad Office
4	Southern Region – Site Complaint Committee	Chennai Office, Hyderabad Office, Bangalore Office
5	Eastern Region – Site Complaint Committee	Kolkata Office

The names and contact detail of the Core Complaints Committee and each Site Complaints Committee are given in “Annexure” – 1.

6. TERM AND TERMINATION OF COMMITTEE MEMBERS

Each member of the Internal Complaints Committee (Core Complaints Committee and Site Complaints Committee) shall hold the position for three (3) years from the date of nomination.

Presiding Officer or member shall be removed from the Committee on the following grounds:

- (i) Contravenes any of the provision of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (ii) Has been convicted for an offence or an inquiry under any law.
- (iii) Has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him/her.
- (iv) Has so abused his/her position as to render his/her continuance in office.

7. COMPLAINT FILLING PROCESS-

- (i) When an incident of Sexual Harassment occurs, the victim of such conduct can communicate her disapproval and objections immediately to the harasser and request the harasser to behave decently.
- (ii) If the harassment does not stop or if the victim is not comfortable with addressing the harasser directly, she can bring her concern to the attention of the Internal Complaint Committee for redressal of her grievances.
- (iii) Any Aggrieved Woman may make, in writing, a complaint of Sexual Harassment at workplace to the internal Complaint Committee.
- (iv) Where the Aggrieved Woman is unable to make a complaint on account of her physical/mental incapacity, a complaint may be filed by her relative, friend, co-worker or any person who has knowledge of the incident with the consent from Aggrieved Woman and/or jointly with her relative or friend.
- (v) The Aggrieved Woman can directly approach the department of Human Resource [“HR”] in case of any such incident and further the concerned HR person shall inform the ICC.

8. COMPLAINT REDRESSAL PROCEDURES

- a) The Aggrieved Woman shall submit a written Complaint to the Internal Complaint Committee along with supporting documents and the names and addresses of the witnesses in writing or can be in a letter format within a period of 3 (three) months from the date of incident. In case of a series of incidents within 3 (three) months from the date of last incident. However, it is expected that any such matter must be reported as early as possible to the Internal Complaint Committee without any delay in the larger interest of justice.

Provided, the Internal Complaint Committee may for reasons to be recorded in writing, extend the time limit not exceeding 3 (three) months, if it is satisfied that the circumstances were such that prevented the Employee from filing a complaint within the said period.

- b) The Internal Complaint Committee shall send 1(one) of the copy received from the Aggrieved Woman to the respondent (accused) within a period of 7 (seven) working days.

- c) The respondent (accused) shall file his reply to Internal Complaint Committee to the Complaint along with supporting documents and the names and addresses of the witnesses, within a period not exceeding 10 (ten) working days from the date of receipt of the documents.
- d) Thereafter, the Respondent may be called for a deposition before the Committee and an opportunity will be given to accused to give an explanation, where after, an inquiry shall be conducted and concluded.
- e) The Complainant shall be provided with a copy of the written explanation submitted by the Respondent.
- f) If the Complainant or the Respondent desires any witness(es) to be called, they shall communicate in writing to the Committee the names of witness(es) that they propose to call.
- g) The Committee shall call upon all witnesses mentioned by both the parties.
- h) The Committee shall provide every reasonable opportunity to the Complainant and the Respondent for putting forward and defending their respective case.
- i) If either party desires to tender any documents by way of evidence before the Committee, the same is to be supplied as original copies of such documents. The signatures of the Complainant or Respondent should be affixed on the respective documents to certify these to be original copies.
- j) The Complaints Committee is to make inquiry into the complaint in accordance with the principles of natural justice.
- k) The Complainant or the Respondent may make formal request for CCTV footage or any such electronic records from Employer to substantiate their stance. The ICC as per its discretion may allow the same or directly request the concerned internal department to the best possible extent to provide the same.
- l) The employer shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this policy.
- m) The Internal Complaint Committee have the right to terminate the inquiry proceedings or to give an *ex-parte* decision on the complaint, if the Complainant or Respondent fails, without sufficient cause, to present herself/himself for 3 consecutive hearings convened by the Presiding Officer, as the case may be, provided that such termination or *ex-parte* order may not be passed without giving a notice in writing, 15 (fifteen) days in advance, to the concerned party.
- n) In conducting the inquiry, a minimum of 3 (three) Members of the Internal Complaint Committee including the Presiding Officer, as the case may be, shall be present.
- o) The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Internal Complaints Committee.
- p) Where Sexual Harassment occurs as a result of an act or omission by any third party or outsider, the company shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The flow chart of sexual harassment complaints redressal is given in “Annexure” – II

9. WHOM TO CONTACT IN CASE OF AN INCIDENT

An Employee may send a written complaint to any member of Internal Complaint Committee.

The Employee may also contact her immediate Manager, HR manager or Legal Counsel. Upon being intimated, the receiver must contact the Internal Complaint Committee immediately and Complainant must be informed about the process and actions.

10. ROLES AND RESPONSIBILITIES

Employer:

- The Employer shall nominate and formulate an Internal Complaint Committee at corporate, branch and factory level to address Sexual Harassment issues.
- Conduct regular audits to ensure that safety measures are followed properly and consistently.
- Organize workshops and awareness programs at regular intervals for sensitizing employees on the issues and implication of Sexual Harassment at workplace.
- Organize orientation program for member of the Internal Complaints Committee.
- Treat sexual harassment as misconduct under the service rules and initiate action for misconduct.

Employee:

- Become fully informed about Philips guidelines on prevention and mechanism of sexual harassment at workplace.
- Offer information and support to any person who is being harassed at workplace.
- Discourage the spreading of rumors with regard to any instance of Sexual Harassment at workplace.
- Maintain the confidentiality regarding any aspect of an investigation/inquiry.
- File a complaint before the Internal Complaint Committee.
- In case the Aggrieved Women is unable to raise a concern for any reason (e.g. on account of physical/mental incapacity), a complaint may be filed by any person who have knowledge of the incident, with her consent.

Internal Complaint Committee:

- To appoint a nominee from an NGO or any other person who is familiar with the subject of sexual harassment as an independent third party member.
- To conduct a prompt, neutral investigation into the allegations in Philips' premises.
- For any Sexual Harassment complaint pertaining to branch officer or factory, the complaint committee will form a committee having three members from Core Complaint Committee and two members from Site Complaint Committee to investigate the allegations in accordance with the policy.

- To ensure that the presence of 2/3rd of the members of the Internal Complaint Committee in the quorum for the purpose of investigation/hearing/meeting.
- To meet once a quarter even if there is not live case and minutes of every meeting shall be recorded in the minutes register. Site HRBP shall assume responsibility to ensure these meetings are conducted and minutes recorded.
- To issue summon for appearance and to produce evidence.
- To recommend employer to change the workplace of victim/respondent.
- To recommend employer the penalties as per the service rules of Philips.
- To provide annual report to employer.

11. ENQUIRY REPORT

The Internal Complaints Committee shall conduct such investigations in a timely manner and shall submit a written report containing the findings and recommendations to the Employer as soon as practically possible and in any case, not later than 10 days from the date of completion of inquiry. The Employer shall act upon the recommendation within 60 days of its receipt from Internal Complaint Committee

The Internal Complaint Committee shall complete all the enquiries and investigation process within 90 days and the report of the investigations shall be provided to aggrieved woman and respondent.

12. CONCILIATION

- a) An Aggrieved Woman who has filed a complaint with the ICC, may approach the committee for a conciliation, based on facts and evidences to be provided by her. In such a case, if the ICC is satisfied that the proposed conciliation will resolve the matter then ICC may initiate appropriate steps (to be recorded in writing and agreed by both parties) to redress the complaint, provided that no monetary settlement (e.g. promotion, bonus, financial compensation etc.) shall be made a basis of such conciliation.
- b) Where the settlement has been arrived, the Internal Complaint Committee shall provide the copies of the settlement to the Aggrieved Woman and respondent. The Internal Complaint Committee shall also provide the copy of the settlement to the employer with recommendation for no further inquiry required.

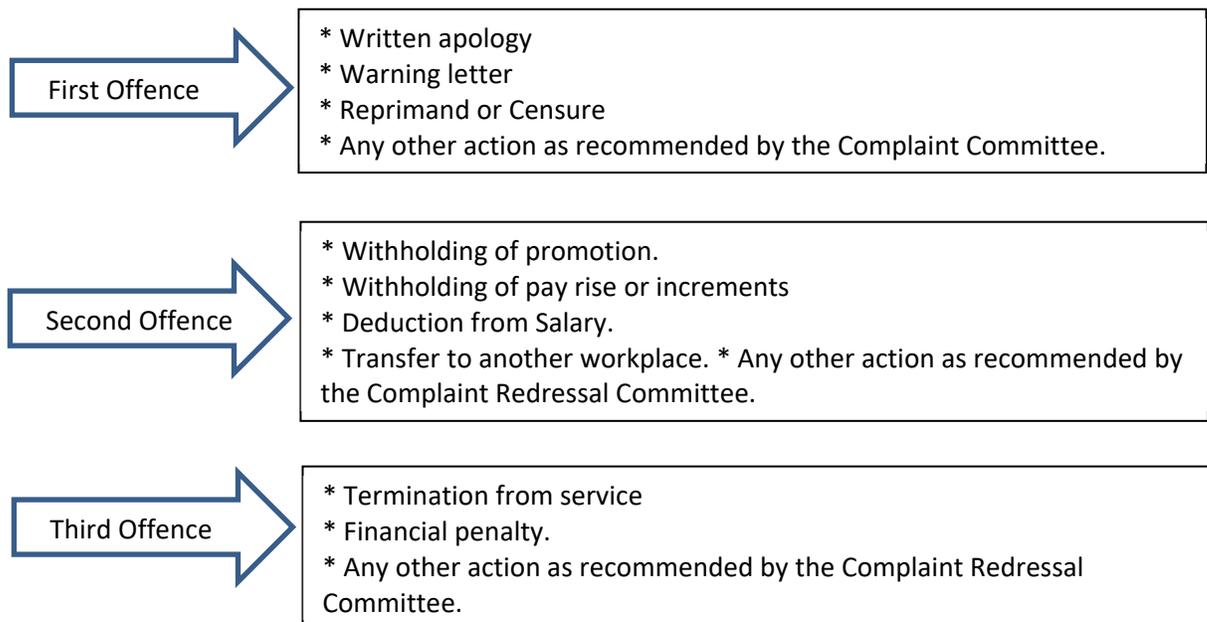
13. RELIEF TO THE AGGRIEVED WOMAN DURING PENDENCY OF INQUIRY

The Internal Complaint Committee at the written request of the Aggrieved Woman may recommend to the employer to –

- a. Restrain the respondent from reporting on the work performance of the Aggrieved Woman or writing her confidential report and assign the same to another officer.
- b. Transfer the Aggrieved Woman or respondent to another workplace.
- c. Grant leave to the aggrieved woman upto a period of three months, in addition to the leave, she would be otherwise entitled.

14. MANNER FOR TAKING ACTION FOR SEXUAL HARASSMENT

- a) ***In case of allegation proved:*** Internal Complaint Committee, bases on its investigation and findings arrived at the conclusion that the allegation against the Respondent has been proved. It shall recommend to the employer to take any action against the respondent as per the Philips' service rules including:
- Written apology
 - Warning letter
 - Reprimand or censure
 - Withholding of promotion
 - Withholding of pay rise or increments
 - Deduction from salary
 - Termination from service
 - Financial Penalty (In accordance with the mental, physical trauma, loss of career opportunity, medical expenses) in lump sum or in instalments
 - Undergoing a counselling session
 - Transfer to another workplace
- b) ***In case of recurrence offence:***



If the complaint is of a serious nature, involving threats of reprisal or risk of recurrence or refusing the order/judgment of the employer, then a criminal case shall be filed against him/her before the police/court at the discretion of the Complaint Committee.

- c) ***In case of allegation not proved:*** Where the allegations against the respondent have not been proved, the Internal Complaint Committee shall provide a report to the employer with

recommendation that no action is required, and also the copy of the report will be provided to respondent and Aggrieved Woman.

15. ACTION FOR MALICIOUS COMPLAINT OR FALSE EVIDENCE

- a) Internal Complaint Committee, based on its investigation and findings arrived at the conclusion that the allegations against respondent is malicious or made the complaint knowing it to be false or has produced any forged or misleading document or witnesses, it shall recommend to the employer to take any action against the complainant as per the Philips' service rules.
- b) Failure to provide sufficient information or evidence shall not be considered as malicious complaint.
- c) The Internal Complaint Committee shall ensure that victim or witnesses are not victimized or discriminated against while dealing with complaints of Sexual Harassment. However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

16. THIRD PARTY HARASSMENT

Any harassment brought to the notice of the Internal Complaint Committee arising out of an act or omission by any third party or an outsider, Philips shall take necessary and reasonable steps with the consent of the aggrieved woman in assisting in terms of support and prevention action.

17. APPEAL

If either party is not happy with the recommendation/decision of Internal Core Complaint Committee and desires to appeal the decision to higher authority, he/she may appeal in writing to the employer (i.e. legal compliance officer(s)) , who shall decide the appeal within one month.

The appeal committee will have the following members:

Head of Human Resources Department
Head of Legal Department
ISC Compliance Officer
External POSH member

(Note: No member of the Original Internal Complaint Committee can be a member of the Appellate Authority)

18. CONFIDENTIALITY & PENALTY FOR VIOLATION

- a) To protect the interests of the victim, the respondent and other who may relate in the incidents of Sexual Harassment, confidentiality shall be maintained throughout any investigatory process to the extent practicable and appropriate under the circumstances.
- b) All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the employer except where disclosure is required under disciplinary or other remedial processes.
- c) No identity, address of any person involved in Sexual Harassment, report, recommendation or any other information relation to sexual harassment shall not be published, communicated or made known to the public, press and media in any manner.
- d) Violation of any of the provisions of confidentiality shall be punishable as per the Philips' service rules or shall recover a sum of five thousand rupees as penalty from such person.

19. MECHANISMS TO STRENGTHEN IMPLEMENTATION OF POLICY

- a) Communication of policy and making it available to all employees.
- b) Display at any conspicuous place at the workplace – the constitution of Internal Complaints Committee and penal consequences.
- c) Making it a part of corporate induction program.
- d) Treat Sexual Harassment as misconduct under service rules.
- e) Organize workshop for Internal Complaint Committee and awareness program for employees.

20. ANNUAL REPORT

The Internal Complaint Committee shall submit an annual report to employer in each calendar year having the following details:

- a) Number of complaints of Sexual harassment received in the year.
- b) Number of complaints disposed off during the year.
- c) Number of cases pending for more than ninety days.
- d) Number of workshops or awareness program against sexual harassment carried out.
- e) Nature of action taken by the employer.

21. GENDER NEUTRAL

Philips India Limited is committed to provide a safe, inclusive, and professional working environment, free from any form of discrimination, bias, or harassment. The company believes that all employees of the company have a right to be treated with dignity.

In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, this policy primarily addresses the protection of women employees as mandated by law. However, Philips India Limited recognizes that incidents of workplace harassment may affect individuals of any gender. Therefore, while this policy refers to women employees for legal compliance, it shall be interpreted and applied in a gender-neutral manner to ensure protection and redressal for all employees facing harassment.

ANNEXURE - I

1. CORE COMPLAINT COMMITTEE

The members of the Core Complaint Committee are as follows:

Sl No.	Position	Name	Designation	Contact Details
1	Presiding Officer	Swati Batra	Company Secretary, ISC	Email: Swati.batra@philips.com
2	Member (female)	Jayati Dwivedi	Talent Lead, ISC	Email: Jayati.dwivedi@philips.com
3	Member (female)	Pallavi Sharma	Head CoE	Email: Pallavi.sharma@philips.com
4	Member (female)	Shivangi Jalathuria	HR	Email: Shivangi.jalathuria@philips.com
5	Member (female)	Nidhi Negi	HR	Email: Nidhi.negi@philips.com
6	Member (Male)	Sachin Grover	Sales	Email: Sachin.grover@philips.com
4	Member (Male)	Shobhit Sibal	Head Philips Capital, ISC	Email: Shobhit.sibal@philips.com
5	Member (Male)	Amit Kulthia	Finance	Email: Amit.kulthia@philips.com
6	External member	Ms. Snigdha Bhattacharya	Counsellor	Email : snigdha@theyoungjurist.com

2. SITE COMPLAINT COMMITTEE

The Presiding Officer and external member (Counsellor) of Core Complaint Committee will also be the Presiding Officer and external member of each Site Core Complaint Committee. The other members of the Site Core Complaint Committee are given below:

(a) DMC Research and Development Centre, Pimpri & DMC Factory, Chakan

Sl No.	Position	Name	Designation	Contact Details
1	Member (Female)	Anita Pansare	Senior Director - R&D, PD MR R&D	Email: anita.pansare@philips.com
2	Member (Female)	Neena Sandeep Sonavane	Director Quality Mobile Surgery	Email: neena.sonavane@philips.com
3	Member (Female)	Roshni Angane	Manager - Environment, Health, Safety	Email: Roshni.angane@philips.com
4	Member (Male)	Shripad Dharmadhikari	Head -IGT MOS	Email: Shripad.dharmadhikari.philips.com
5	External member	Ms. Snigdha Bhattacharya	Counsellor	Email : snigdha@theyoungjurist.com

(c) Philips Innovation Campus, Bangalore

Sl No.	Position	Name	Designation	Contact Details
1	Member (Female)	Pallavi Vajinepalli	Principal Scientist	E-Mail: pallavi.vajinepalli@philips.com
2	Member (Female)	Seetha Rani K P	HRBP PIC	E-Mail: seetharani.kp@philips.com
3	Member (Male)	Pavan Rangachar	Finance BP PIC	Email: pavan.rangachar@philips.com
4.	Member (Female)	Aparna Bhushan	Operations Lead	email: aparna.bhushan@philips.com
5.	Member (Male)	Hareesh Prabhu	Strategy and Transformation Leader	Email: hareesha.prabhu@philips.com
6.	Member (Male)	Shivaraj Gopalan	Engineering Director	Email: Shivaraj.gopalan@philips.com
7.	Member (Male)	Ajit Ashok	Data & AI Enabling Technologies Lead	Email: Ajit.ashok@philips.com

8.	Member (Male)	Sitangshu Supakar	SW Leader- I&D IEN Digital Innovation Platforms	Email: Sitanshu.supkar@philips.com
	External member	Ms. Snigdha Bhattacharya	Counsellor	Email : snigdha@theyoungjurist.com

(d) Mumbai Branch Office

Sl No.	Position	Name	Designation	Contact Details
1	Member (Female)	Dipti Kerkar	Senior Manager Sales Excellence	Email: Dipti.kerkar@philips.com
2	Member (Female)	Khyati Engineer	Regional Manager - IS	Email: Khyati.engineer@philips.com
3	Member (Male)	Tarun Aggarwal	District Leader – West - Health Systems Sales	Email: Tarun.aggarwal@philips.com
4	Member (Male)	N Sriraman	Director	E-Mail: sriraman.n@philips.com
5	External member	Ms. Snigdha Bhattacharya	Counsellor	Email: snigdha@theyoungjurist.com

(e) Ahmedabad Branch Office

Sl No.	Position	Name	Designation	Contact Details
1	Member (Female)	Sima Dhariya Modh	Sales BMM	Email: sayani.seminal@philips.com
2	Member (Male)	Dindayal Unhale	Service	Email: dindayal.unhale@philips.com
5	External member	Ms. Snigdha Bhattacharya	Counsellor	Email: snigdha@theyoungjurist.com

Chennai Branch Office, Chennai

1	Member (Female)	Shanthi, G	Senior Team Lead - CCSC, HS I Customer Service	Email: G.Shanthi@philips.com
2	Member (Male)	Sridhar B	MSS Leader - PD Business- Imaging, ISC	sridhar.balakrishnan@philips.com

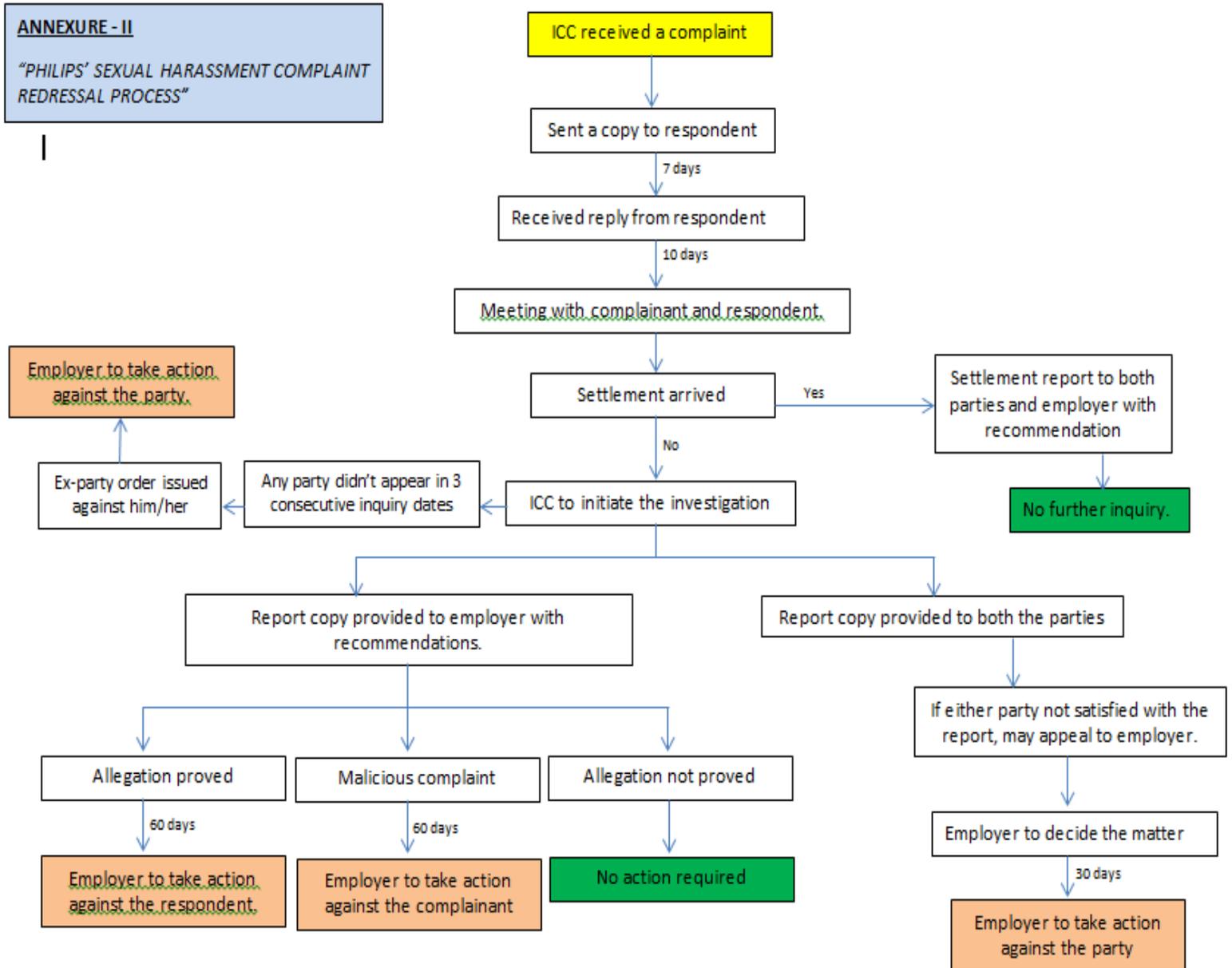
3	Member (Male)	Shiva Prasad	Sales	shiva.prasad@philips.com
4	External member	Ms. Snigdha Bhattacharya	Counsellor	Email: snigdha@theyoungjurist.com

(f) Kolkata Branch and Hyderabad Office, Kolkata

Sl No.	Position	Name	Designation	Contact Details
1	Member (Male)	Raju Goswami	Sales	Email:Raju.goswami@philips.com
2	Member (Female)	Rita Mitra	Sales Operations Manager	Email: rita.m@philips.com
4	External member	Ms. Snigdha Bhattacharya	Counsellor	Email: snigdha@theyoungjurist.com

ANNEXURE - II

ANNEXURE - II
"PHILIPS' SEXUAL HARASSMENT COMPLAINT REDRESSAL PROCESS"



- IC : Internal Committee