

Prevention of Sexual Harassment (POSH) Policy

SCOPE:

This policy applies to all Full Time Associates, Part Time Associates, Consultants and Interns employed by **Videojet Technologies (I) Pvt. Ltd.** or Service providers to **Videojet Technologies (I) Pvt. Ltd.**

POLICY:

Videojet Technologies (I) Pvt. Ltd. is committed to providing a workplace free of sexual harassment, as provided herein and also as provided in Veralto Code of Conduct and also harassment based on race, gender, sexual orientation, religion, creed, color, national origin, ancestry, disability, medical condition, marital status, age or any other basis protected by central, state or local law or ordinance or regulation, as provided in Veralto Code of Conduct and other related policies. The organization prohibits harassment of any kind by and against associates, customers, vendors, contractors, or visitors.

Conduct prohibited under this policy includes, but is not limited to:

- Unwanted, intentional physical conduct, which is of a sexual nature, to include, but is not limited to: touching, pinching, patting or grabbing, showing pornography etc.
- Unwelcome sexually oriented gestures, noises, jokes or comments about a person's sex, sexual preference or sexual experience, directed to or made in the presence of an associate.
- Preferential treatment or promises of preferential treatment, to include but not limited to promotions, training, job assignments, salary revisions, made to an associate for submitting to sexual conduct.
- Sexually oriented activities that have the purpose or effect of unreasonably interfering with another associate's work performance or which create an intimidating, hostile or offensive work environment.
- Displaying or publicizing pictures, posters, calendars, graffiti, objects, promotional material or other materials that is sexually suggestive, sexually demeaning or pornographic.
- Retaliation for good faith harassment complaints, to include but not limited to disciplining, pressuring, changing work assignments or providing inaccurate work information to or refusing to cooperate with an associate because that associate has complained about or resisted harassment, discrimination or retaliation, or has cooperated in the investigation of such prohibited conduct.
- Unwelcome gestures, noises, jokes or comments that are demeaning, insulting or offensive for associate's gender.
- Discriminatory treatment with an associate in terms of promotion, salary revision, job assignment on the basis of his or her gender.
- Falsely denying, lying about or otherwise covering up or attempting to cover up prohibited conduct such as, but not limited to, that outlined in any item above.

SUBMISSION OF A COMPLAINT:

An associate who believes that he or she has been subjected to harassment in violation of this policy should provide a written complaint to POSH committee member within a period of three months from the date of incident, and in case of a series of incidents, within a period of three months from the date of the last incident. The complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses. The POSH Committee (Internal Committee i.e., IC) will take it up for a suitable resolution. No party can be allowed to bring any legal practitioner to represent them in their case before the committee.

In a situation where complaint is not made in writing, the Presiding Officer or any member of the Internal Committee or the Chairperson shall render all reasonable assistance to the woman associate for making the complaint in writing or if the aggrieved woman associate is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint.

The Internal Committee may extend the time limit not exceeding three months, if it is satisfied that the circumstances were such, which prevented the woman associate from filing a complaint within the said period of 3 months

The names and contact details of all POSH Committee members will be displayed at prominent areas in your respective workplace. The same is also listed below in this policy.

In case any complaint of sexual harassment received by the Company from any male associate, then same shall be investigated by the Company as per its other policies such as Speak Up etc. depending on nature of the complaint.

RESOLUTION:

Videojet Technologies Pvt. Ltd. is committed to preventing, investigating and when appropriate, taking disciplinary and other actions, which can be to the extent of termination of employment. Any associate found to have violated this policy may be subjected to disciplinary action, up to and including termination of employment with **Videojet Technologies (I) Pvt. Ltd.** with immediate effect and in particular cases even legal action.

List of Internal committee members

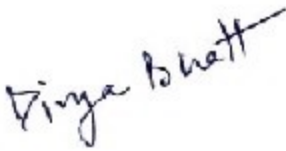
	Name	Contact Details
Chairperson	Divya Bhatt	divya.bhatt@videojet.com Mob. +91 9599292978
Member	Sagarika Saxena	sagarika.saxena@videojet.com Mob. +917506857477
Member	Yashoda Acharya	yashoda.acharya@videojet.com Mob. +91 7045489399

Member	Pravin Gore	pravin.gore@videojet.com Mob. +91 7506240761
External Member	Shilpa Bhatia	shilpabhatia.advocate@gmail.com Mob. +91 9820458426

Please note the e-mail id for POSH Mailbox – vtiindia.posh@videojet.com

Depending on the location from where the Complaint is received, one member shall be selected as a Committee Member for the purpose of conducting an enquiry from the above list of ad-hoc Committee Members.

For Videojet Technologies (I) Private Limited



Divya Bhatt
HR Business Partner



Pravin Gore
Head Legal

Date: 01-April-2025