



ADVISORY

THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION, REDRESSAL) ACT, 2013 ON ANTI SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE.

SELECT CITYWALK is our workplace and our pride.

- We, its members, are completely dedicated to upholding the dignity and respect of each other, of those women who come in to work with us and our visitors as well
- We commit ourselves to providing a Zero-Tolerance Zone for sexual harassment of women at our workplace, and pledge to follow the provisions of “The Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act, 2013”
- We understand that the Act covers the workplace and environments both within and outside our office while on official work
- We understand that it also covers the conduct by and towards our business / third party partners and visitors

We, the Women at Select CITYWALK, understand that

- We must educate ourselves on The Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act, 2013 through Select CITYWALK policy and by attending the awareness programs conducted by the Company
- We may take our Senior Management’s assistance to stop any conduct by a male colleague that is offensive to us
- In case we are unable to manage any situation which is in violation of the policy, we should lodge an official complaint with the Members of the Internal Complaint Committee, in writing. The said complaint should be signed on every page, by the complainant. A copy of the said complaint should also be handed over physically to any one member of the Internal Complaint Committee, against receipt. I may send it by Registered/Speed Post or e-mail it on ICC’s exclusive mail id icc@selectCITYWALK.com
- We understand that with this law comes the responsibility of its truthful and judicious use, and that we would be liable for

disciplinary action for its misuse to settle personal grievances.

We, the Men at Select CITYWALK, understand that

- Our office is a zero tolerance zone for sexual harassment of women and educate ourselves on the The Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act, 2013 through the Select CITYWALK policy, and by attending the awareness programs conducted by the Company.
- We will maintain decorum and dignity in our conduct with female colleagues and take a stand in their favour, against any friend or others, who is deviating from the tenets of the Policy.

We all at understand that Select CITYWALK, in its pursuit of fairness and justice, has earmarked the following five Members for its INTERNAL COMPLAINT COMMITTEE:

Presiding Officer: Ms. Gitanjali Singh - AVP - Marketing
Members:

1. Mr. D.N.S Bisht - V.P. Security
2. Ms. Radhika Gogia - AGM HR and Training
3. Ms. Disha Sharma - Sr. Manager Housekeeping

And any one of the following:

External Member: 1. Ms Rashmi Anand
External Member: 2. Ms Gauri Chaudhury