

HINDUSTAN CABLES LIMITED
REGD. & CORPORATE OFFICE
1/315, GARIAHAT ROAD (JODHPUR PARK) KOLKATA : 700 068

CORP/PERS/51/2018/
June 14, 2018

All employees are hereby intimated that to prevent sexual harassment of the women employees at workplace an Internal Complaints Committee (ICC) has been re-constituted u/s 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by co-opting the following members as per direction given by Board of Directors of the Company through resolution by circulation on 14.06.2018 :-

Sl.No	Name	Remarks	Reference to the Act 2013
1	Smt. Soma Karmakar, Consultant (SK), HCL	Presiding Officer of ICC of HCL	u/s 4(2)(a) of the Act 2013.
2	Shri Deepak Dixit, Unit Head (DD), HCL, Allahabad	Member of ICC of HCL	u/s 4(2)(b) of the Act 2013.
3	Shri M.S. Surya Narayana, Unit Head (MSS), HCL, Hyderabad	Member of ICC of HCL	u/s 4(2)(b) of the Act 2013.
4	Member on behalf of Socio-Legal Aid Research & Training Centre (SLARTC), Kolkata, NGO.	Smt. Jaba Guha, Professor of Economics Jadavpur University representing Socio-Legal Aid Research & Training Center.	u/s 4(2)(c) of the Act 2013. SLARTC is familiar with the issues of sexual harassment of women at workplace.
5	Smt. Sonu Jain Chairperson, The Institute of Chartered Accounts of India, Kolkata.	Member of ICC of HCL	Working woman in senior position from other organisation
6	Smt. Sunanda Samanta Ex-teacher of HCL Girls' High School, Rupnarainpur	Member Secretary of ICC of HCL.	---

The above Committee is authorised to investigate, examine the evidence / witness and submit inquiry report on the complaint of sexual harassment received from the female employees of the Company (either past or present) under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules thereunder. Further, the Committee should conduct its inquiry in an impartial manner following the principles of natural justice.

The Committee will submit its inquiry report to the Company Secretary / Board of Directors of the Company,

This is issued with the approval of Board of Directors of the Company.

Tirthankar Roy
(Tirthankar Roy)
Consultant (TR)

To

Smt. Soma Karmakar, Presiding Officer of ICC

Shri Deepak Dixit, Member of ICC

Shri M.S. Surya Narayana, Member of ICC

Socio-Legal Aid Research & Training Center (SLARTC), Kolkata, NGO.

Smt. Sonu Jain, Member of ICC

Smt. Sunanda Samanta, Member Secretary of ICC

Copy to :

UH (SKC), Rupnarainpur,

UH (MSS), Hyderabad

UH (DD), Allahabad

Advisor (HoC), Kolkata