

HINDUSTAN CABLES LIMITED
REGD. & CORPORATE OFFICE
1/315, GARIAHAT ROAD (JODHPUR PARK) KOLKATA-700068.

CORP/PERS/51/2014/559
4th August, 2017

All employees are hereby intimated that to prevent sexual harassment of the women employees in the working place, Govt. of India has promulgated Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which is enforceable in the company even after closure. Accordingly, in terms of the Section 4 of the Act, Internal Complain Committee (ICC) was constituted vide letter no. CORP/PERS/51/2014/550 dated 20.05.2014.

Now the said ICC is reconstituted as under with immediate effect, for the entire company and it will function from Corporate Office at Kolkata:-

1. Smt. Soma Karmakar
Consultant (SK) - Presiding Officer
2. Smt. Sayanti Dutta
Practicing Advocate - Member
3. Smt. Amrita Mitra
Existing Member - Member

For the complaints received from the female employees working at the Corporate Office, the ICC members will enquire into the issues. For any complaint of sexual harassment from the female employees in the Units, the respective Unit Head will forward the case to the ICC functioning at Corporate Office.

The Committee will submit all its report both for Corporate office and the Units to CMD being an Employer as per the definition of the Act.

This is issued with the approval of CMD, HCL

TRoy 4⁸/₁₇
(T.ROY)
CONSULTANT (TR)

To

Advisor (HoC), Kolkata
UH (RNPR), UH (HYD),
UH (Allahabad),

Smt. Soma Karmakar, Member
Smt. Sayanti Dutta, Member
Smt. Amrita Mitra, Member

CC: Consultant (AKG), KOL - May arrange to host this Circular in the Website of the Company in terms of the DPE order dated 23.04.2014.

CC: CMD

for kind information please