

## **ADVISORY BY MANAGEMENT**

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PSHW)  
ACT DATED 9 DEC 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 GOI "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 PSHW through the 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
- That 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 and handed over physically to any one member with a signature of received on every page by the Member. I may send it by Registered/Speed Post or e-mail it on ICC's exclusive mail id [icc@selectcitywalk.com](mailto: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 PSHW through the Select CITYWALK policy, and by attending the awareness programs conducted by the Company.
- We will maintain the decorum and dignity in our conduct with female colleagues and take a stand in their favour against any friend or other 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 – VP - Marketing

Members:

1. Ms. Nidhi Gupta : General Manager - Marketing
2. Ms. Monika Sharma: Executive Human Resources
3. Ms. Uma Sharma: Assistant Manager - Engineering Support Services
4. Mr. Vikram Singh: General Manager- Legal
5. Mr. Jitender Singh Chhikara – General Manager Security & Parking

**External Member: Ms. Rashmi Anand**

Dated : 01.02.2019