



QUEST CORP LIMITED

Prevention of Sexual Harassment Policy (POSH)

Revision History

| Version No. | Date | Author | Approver | Document Changes |
|-------------|-------------|--------------------|------------|---------------------------------------|
| 1.0 | 30/Apr/2025 | Chairperson- POSH | Head of HR | New document post Demerger |
| 1.1 | 17/Apr/2026 | Chairperson – POSH | Head of HR | Few timelines updated as per POSH Act |

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1. LEGISLATIVE REQUIREMENT

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as the POSH Act, was enacted by the Government of India on 9th December 2013. This legislation was introduced to provide a safe and secure working environment for women, free from sexual harassment and discrimination.

The Act is rooted in the landmark judgment of the Supreme Court of India in Vishaka vs. State of Rajasthan (1997), which recognized sexual harassment at the workplace as a violation of fundamental rights under Articles 14, 15, and 21 of the Constitution of India. In the absence of specific legislation at the time, the Court laid down the Vishaka Guidelines, which served as a framework for employers to prevent and redress sexual harassment until formal legislation was enacted.

Both the POSH Act and its accompanying Rules came into force on 9th December 2013. The Act mandates every employer to:

- Constitute an Internal Committee (IC) at each office or branch with 10 or more employees.
- Establish and communicate a clear policy for the prevention of sexual harassment.
- Ensure a fair, confidential, and time-bound redressal mechanism for complaints.
- Ensure that all employees and the IC are sensitized regularly

This policy is aligned with the provisions of the POSH Act, 2013, and reflects the organization’s unwavering commitment to fostering a workplace that upholds dignity, equality, and respect for all employees.

The Company will respond promptly to all complaints of sexual harassment and where it is determined that such inappropriate conduct has occurred, prompt and appropriate corrective action by conducting an enquiry as is necessary, including disciplinary action, will be taken in accordance with the relevant Service Rules and the Company Policy

This policy is valid from the 1st of April 2025 post demerger.

2. OBJECTIVES

- 1) To create a guiding framework that will facilitate creating a zero -harassment workplace where every individual feel heard, respected.

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- 2) Prohibit and Prevent acts of sexual harassment at work place where such deemed behavior amounts to misconduct as per this Policy.
- 3) Provide for an effective Complaint and Redressal mechanism.

3. SCOPE

This Policy shall be applicable to Qess Corp Limited (including its subsidiaries, acquired entities, and affiliate companies), referred to as “Company”. whether on probation or permanent, including those on deputation, contract, part-time or working as Retainers, trainees, interns, NAPS, Apprentice unless explicitly stated otherwise. The policy is also applicable to any vendor resource working in the company premises, including in the workplace including virtual workplaces. It also extends to outsiders who come in contact of the Employees of the Company and who allege that they have been sexually harassed by the said Employee.

The Policy also extends to any visitor to the workplace, customers, suppliers, candidates or outsiders who come in contact with the company’s employee and might allege being sexually harassed by Qess Corp’s employee/ Associate.

The Company will also not tolerate Sexual Harassment that might happen to the Employee or Associate of the Company, if engaged in by clients or any other business associates.

The Company will take all necessary and reasonable steps to assist the affected person in terms of support and preventive action.

The scope of this policy extends to sexual harassment incidents reported in the workplace. The definition of workplace is as described in the POSH Act of 2013.

This Policy shall extend to:

- 1) All Company-related activities performed at any other site away from the Company’s premises;
- 2) All Employees at (whether in the office premises or outside while being deputed at a client site) all offices, factories (Plants), godowns, retail outlets, hotels situated anywhere in India; or other premises where the Company's business is conducted.
- 3) Incidents of Sexual Harassment reported by Company's Employee as a result of an act by a third party or outsider while on official duty.

4. DEFINING SEXUAL HARASSMENT

Sexual harassment includes any unwelcome behaviour of a sexual nature that could be reasonably

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expected to make someone feel offended, humiliated or intimidated.

This may include (but is not restricted to):

Sexual Harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication):

- 1) Physical contact and advances; and/ or
- 2) A demand or request for sexual favours; and/ or 3. Making sexually coloured remarks; and/ or
- 3) Showing pornography; and/ or
- 4) Any other unwelcome physical conduct, implicit or explicit, verbal or non-verbal conduct of a sexual nature; and/ or
- 5) Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person’s wishes; and/ or
- 6) Stalking
- 7) Indecent physical assault or rape (these are criminal offence that could result in legal action).

Further, the following behaviour or acts shall also amount to Sexual Harassment

- 1) Implied or explicit promise of preferential treatment in her/his employment, or
- 2) Implied or explicit threat of detrimental treatment in her/his employment, or
- 3) Implied or explicit threat about her/his present or future employment status, or
- 4) Interference with her/his work or creating an intimidating or offensive or
- 5) hostile work environment for her/him, or
- 6) Humiliating treatment likely to affect her/his health or safety

Sexual harassment at the workplace will be treated as “misconduct” for all practical purposes under the disciplinary policies of the Organization.

5. GENDER-INCLUSIVE PROTECTION

While the POSH Act primarily focuses on protecting women, Quess Corp extends its commitment to creating a harassment-free workplace for all employees. Our gender-inclusive approach guarantees that every employee-regardless of gender identity or expression-has the right to report harassment, receive support, and work in an environment free from discrimination and misconduct. By fostering respect and accountability across all genders, we reaffirm our dedication to building an organization where everyone feels safe, welcomed, and valued. By upholding these principles and promoting dignity and accountability, we strive to create an

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equitable workplace for everyone. Protection of LGBTQ+ Employees: The organization recognizes the rights of all employees regardless of gender identity, gender expression, or sexual orientation, and commits to providing them equal protection under this policy in compliance with the spirit of equality and dignity.

6. OTHER DEFINITIONS

Act: Means the “Sexual harassment of Women in the Workplace (Prevention, Prohibition & Redressal) Act of 2013 hereinafter referred to in the policy as the POSH Act.

- a) **Aggrieved woman** according to Sec.2(a) means — in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent.
- b) **Employee** according to Sec.2(f) means a person employed at a workplace for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.
- c) **Complainant:** Means any aggrieved person who files a sexual harassment complaint, Irrespective of their employment status or position in the hierarchy/ designation.
- d) **Respondent** means the person against whom a sexual harassment complaint has been file.
- e) **Employer** means those in the position to take action / implement the recommendation.
- f) **IC** means Internal Committee formed by the organization as defined by the POSH Law of 2013.
- g) **Workplace** according to Sec.2(o) would mean: (i) any department, organization, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society; (ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service; (iii) hospitals or nursing homes; (iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto; (v) any place visited by the employee arising out of or during the course of employment including transportation by the employer for undertaking such journey; (vi) a dwelling place or a house;
- h) **Complaint:** Would mean, a written complaint shared by the aggrieved person that has

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been received in the designated email ID, speakup@quesscorp.com. The Complaint can be made with assistance from Internal committee members or a superior officer at work, but it will be considered a formal complaint when it is received in the above mentioned email address.

7. THE INTERNAL COMMITTEE (IC)

The Internal Committee (IC) is set up in the organization in accordance to the provisions of section (4) of the POSH Act of 2013 to provide redressal to any aggrieved person. The IC has the duty to:

- a) Receive complaints and conduct inquiries into sexual harassment complaints
- b) Offer support to the complainant, including clarification of procedures and options. c) Maintain strict confidentiality during and after the inquiry process.
- c) Conduct a fair, unbiased and time bound inquiry into the complaint in accordance with the POSH Act of 2013 and the POSH policy of the organization.
- d) Prepare and issue formal notices for hearings, witness depositions, and submission of written responses.
- e) Ensure safe and confidential storage of records as per organizational policy and legal requirements.
- f) The IC will assist the Employer in creating a safe workplace by working on prevention and prohibition of sexual harassment incidents in the organization and the IC will not restrict itself to provide redressal.
- g) The IC will act as the highest authority when it comes to handling sexual harassment complaints in the organization.
- h) The Internal committee is a quasi-judicial body that is vested with the powers of a civil court to summon witnesses and seek evidences so as to conduct inquiry into sexual harassment complaints.
- i) IC members are nominated by management for a tenure of 3 years
- j) IC members must undergo mandatory annual refresher training to stay updated on evolving legal requirements and best practices. They will also carry prevention and prohibition responsibilities and not just redressal.
- k) Appointment letters are issued to the members
- l) If any IC member steps down from the role, they are expected to submit a formal resignation
- m) letter to the Chairperson – POSH & Grievances and the Head of HR.
- n) An order constituting the IC shall be passed and shall be displayed at any conspicuous place of the Company in all physical locations operated by the company.

The “employer” will be an authorised representative of Qess Corp appointed by the Board for the

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purpose of this policy and its implementation.

8. IC CONSTITUTION

- a) Qess Corp will have 4 regional committees, One for North, South, East and West.
- b) Senior members who are deputed in offices with more than 50 employees will be nominated by management to be part of the IC. If a particular location has more than 50 employees but does not have a senior employee or has a senior member but the management does not find them to be qualified to be an IC member then that location will not have a member representation in the Zone.

However, the IC for the region will be available to provide redressal. Not having a member representation does not limit the availability of the redressal mechanism for any office locations, whatever their size may be.

- a. Every regional IC committee will have a Presiding officer, who will be a senior woman employee nominated by the management.
- b. A minimum of 50% members of the committees will be women
- c. And an External Member who will be a SME (subject matter expert) and someone who has significant experience working with a NGO /other women’s organization/ law firm familiar and or dedicated with issues relating to women.
- d. The EM brings in subject matter expertise, balance and helps the IC to avoid bias and prejudiced.
- e. The office of the Chairperson – POSH & Grievances will centrally manage all complaints and inquiries.

9. COMPLAINT PROCEDURE

- a) Any aggrieved person who is being subjected to an act or behaviour of sexual harassment directly or indirectly in the workplace. The aggrieved person can approach any member of the Committee (members mentioned in the table below)/ the respective HRBP / their Manager to discuss or to understand about redressal.
- b) The complaint can also be raised through the SOS button provided in the “Hamara HR” app or by calling Toll free number (1800-572-3333) or by writing to the 24/7 helpline email ID help@quesscorp.com.
- c) Complaints can be raised through the multiple channel available, however the concerned teams have been directed to share the complaint with speakup@quesscorp.com
- d) The complaint is considered a formal complaint and the resolution timeline begins when it reaches speakup@quesscorp.com.
- e) Complaints can reach SPEAKUP either through an email or through a hand written signed

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- note scanned/ photographed and sent across
- f) Complaints may be submitted in any regional language and need not be only in English. The policy and related communication materials shall be made available in accessible formats or local languages upon request.
 - g) In case of any difficulty in filing the Complaint in writing, the Presiding Officer/Member of the IC shall provide reasonable assistance to the Complainant to file a written Complaint
 - h) Complaint has to be raised within (3) three months of the occurrence of the incident. If there were more than one incident, then the complaint can be filed within 3 months from the last incident. The IC may allow the filing of complaints beyond this limitation period if it is satisfied that the circumstances prevented timely submission.
 - i) Complainant’s participation is mandatory for the IC to accept a sexual harassment complaint. Hence if the IC receives anonymous complaints, the complainant will be encouraged to identify themselves. If the complainant does not do so, the IC will not be able to take up the complaint. This applies only to cases of Sexual harassment. Such complaints will be forwarded to the HR team to do an investigation on the merits of the complaint raised.
 - j) Bystanders can share complaints on incidents that they have observed/ witnessed with SPEAKUP / IC post sharing the complaint with the IC, the Bystander can choose to not be involved in the complaint thereafter.
 - k) A Complaint may also be made by a legal heir or any of the persons specified under sub section(2) of Section 9 of the Act read with Rule 6 of the Rules, where the Complainant is unable to do so, on account of any kind of incapacity.
 - l) If the IC receives credible anonymous information, a suo moto inquiry will not be initiated. However, the matter may be directed to HR or Ethics Committee for a preliminary fact-finding to assess any pattern or systemic concern. All full-fledged inquiries will include the External member. Presence of the External member might be optional in conciliation cases.
 - m) Finding reports should be signed by the Presiding Officer. Other members can give their acceptance over an email.
 - n) IC has the authority to recommend “interim relief” for the complainant during pendency of inquiry:
 - 1) The Respondent will not be allowed to evaluate the complainant’s performance pending inquiry.
 - 2) Complainant can be offered leave in addition to any paid leave the complainant may have.
 - 3) Either of the parties may be asked to work from home or
 - 4) The Respondent to be transferred to a different office building or floor or location depending on the practicality of the business situation.
 - 5) Provide counselling support to the complainant if required
 - o) The Respondent could be placed on suspension pending inquiry for the following reasons but not limited to reasons mentioned below:

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- 1) If the Respondent is in a position of power and can intimidate the complainant and or witnesses.
- 2) If the Respondent might influence witnesses
- 3) The IC feels there could be danger to the complainant
- 4) Insubordination or breach of terms mentioned by IC
- 5) Insubordination – for instance the respondent continues to reach out to the complainant despite being instructed not to during pendency of inquiry.

10. THE INQUIRY PROCESS

- a) The inquiry process should be completed within 90 days of receiving the complaint in speakup@quesscorp.com Any exception to this must be highlighted to management in the reports.
- b) The Chairperson will form an Inquiry Committee with atleast 3 members (quorum as defined by the POSH Act) including the Presiding officer for every case reported. Members will be picked from the larger pool of IC members based on availability, location and keeping in mind any conflict of interest.
- c) The Internal committee inquiry will follow a fair and transparent process with both parties given the opportunity to present their explanation / justification.
- d) All parties will be required to sign an NDA to maintain confidentiality of the complaint and IC proceedings. Specifically, the parties are required to refrain from posting in social media.
- e) The parties can share relevant evidences and name witnesses if available. The IC also can name/ bring in evidence or witnesses as deemed necessary to investigate in a fair manner.
- f) Both parties will have the option to cross examine each other and their witnesses through a process outlined/ guided by the IC.
- g) In the event that the aggrieved party cannot make the complaint/ statement for reasons including death, poor health, or mental wellness then a relative / member of the family may make the complaint / statement on the behalf of the employee.
- h) Conciliation may be initiated only at the request of the complainant and before the inquiry begins. No monetary settlement shall be made as a basis for conciliation.
- i) Violation of conciliation by either party will invite disciplinary action and a proper inquiry into the complaint.
- j) If the inquiry is undertaken, then the IC will endeavor to complete the inquiry within 90 days from the date of receiving the complaint in SPEAKUP or as modified by law thereafter.
- k) Inquiry might be undertaken through Video meetings or in person depending on the location of the parties and the nature of the complaint. The complainant also has the right to seek inquiry in person, the IC will consider this request based on the situation.
- l) Witnesses can choose to remain anonymous. In which case their names will be redacted in the findings report. In such cases the cross examination if any will only be carried out through the IC, where the parties can share their questions for the witnesses.

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- m) The findings report with the recommendations of the IC will be shared with both parties, which they will be required to acknowledge.
- n) The decision of the IC will be final, the case will not be reopened for inquiry unless very important evidence/ incident has come to the notice of the IC that can significantly impact the findings.
- o) A copy of the findings report is shared with the Respondent and complaint so that they can exercise their right to appeal as mentioned in the POSH Act of 2013. Respective business leader is informed of the recommendation but a copy of the report is not shared for reasons of confidentiality. A copy may be shared with the client (employer) or HR leader at Quess for implementation as the case may be. The report shall be submitted within 10 days of inquiry completion.
- p) The Employer shall have 60 calendar days to implement the recommendations of the IC

11. CLOSURE PROCESS

Inquiry report should contain findings and also recommended action.

Upon receipt of the inquiry report the DA shall take necessary action within 30 days of receipt of the report.

- 1) If the Internal Committee (IC) concludes that the allegations against the Respondent are substantiated and recommends disciplinary action, the Disciplinary Authority (DA) shall be responsible for implementing the recommended action in accordance with the applicable service rules and company policy.
- 2) In cases where the IC recommends the imposition of a major penalty, the Core Committee shall advise the issuance of a Show Cause Notice (SCN) to the Respondent, enclosing a copy of the inquiry report. Upon receipt of the Respondent’s written response to the SCN, the Core Committee shall finalize its conclusion regarding the recommended action and communicate the same to the Disciplinary Authority for implementation as per the established service conditions.
- 3) Copies of the inquiry report shall be furnished to both the Complainant and the Respondent to ensure transparency and adherence to principles of natural justice.
- 4) The decision and outcome of the inquiry shall be recorded in the service records of the Respondent only. However, if it is established that a complaint was filed with malicious intent, the outcome shall also be documented in the personal records of the Complainant.

If either the Complainant or the Respondent fails to respond to or appear before the IC despite being summoned for the inquiry, the IC is empowered to proceed and decide the case ex parte, provided that at least three notices have been issued to the concerned party, each with a minimum interval of one week between notices.

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12. ACTIONS

- a) The recommendation meted out to the employee confirmed of having committed sexual harassment at the workplace is as per the Company Policy/ service rules or the POSH Act of 2013 as applicable.
- b) As per the organization policy the punishment may include but not limited to: –
 - 1) Verbal warning
 - 2) Written warning
 - 3) Counselling
 - 4) Demotion
 - 5) Financial penalty
 - I. Withholding of salary increment/ bonus
 - II. Financial recovery (in case of any measurable damages incurred to the other party or the organization as the case may be)
 - III. Bearing medical expenses incurred by the other party as a result of the offence committed
 - 6) Withholding of promotion
 - 7) No appraisal for a year
 - 8) Transfer to another office location/ city
 - 9) Suspension
 - 10) Termination
- c) The Punishments listed above are for the offences referred herein. It is to be noted that the charged employee may be awarded more or less punishment depending on the unique set of facts that are related to his/her case. The punishment shall be proportional to the offence committed.
- d) Monetary compensation is not applicable in case of the complainant opting for conciliation
- e) Monetary compensation may be awarded as penalty, if the IC feels that the damages suffered by the complainant is tangible. The sum may be determined based on what the IC may consider appropriate. Sec 15 of the Sexual harassment of women at the workplace Act of 2013 will be referred to incase there is a need to award monetary compensation. Such sum shall be paid to the aggrieved party or a legal heir in the case of medical incapacitation of the Complainant or death.
- f) Monetary penalty may be recovered from the salary of the respondent or their Full & final settlement (F & F) if they haven't paid it upfront
- g) Repeat offence will attract higher penalty including dismissal.
- h) Multiple actions (combination of some of the above) can also be recommended simultaneously.

13. APPEAL

The parties have the right to file an appeal in the court of law within 90 days of the IC making recommendations, if they are dissatisfied with the recommendations.

Nothing in this policy shall prevent the aggrieved person or the respondent from pursuing formal

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legal remedies or resolution through Govt. agencies or the courts of law of the country.

14. FALSE/ MALICIOUS COMPLAINTS

This policy provides redressal in the event of sexual harassment to all its employees in the interest of justice and fair play. However, if on investigation, it is found that the complaint was raised with a malafide intent to malign the reputation of the Respondent in the company or to settle a personal/ professional score, the company will take strict action initiate appropriate disciplinary action against such person in line with service conditions.

Mere inability to substantiate a complaint or absence of supporting evidence shall not be construed as false or malicious. Disciplinary action for false complaints will be taken only after a thorough inquiry establishing the malafide intent.

15. CONFIDENTIALITY AND CONSEQUENCES OF BREACH OF CONFIDENTIALITY

Breach of confidentiality by anyone including IC members will result in a monetary fine of 5000/- and they will also be required to step down from the Internal Committee.

The money so collected will be accounted under "income" by the organization.

16. ANTI-RETALIATION

Retaliation against any individual for reporting sexual harassment or participating in an investigation is strictly prohibited. Any such act will be treated as a serious violation of company policy.

IC/HR will conduct periodic follow-up with the complainant and key witnesses' post-resolution to monitor for any signs of retaliation or workplace hostility.

IC will offer protection to the Complainant and the witnesses and ensure that they are not discriminated or victimized in any way.

Any unwarranted pressures, retaliation, intimidation or any other type of unethical behaviour

from the Respondent or anyone from the ecosystem should be reported to the IC that is conducting the particular inquiry or the Chairperson's office through SPEAKUP. Any retaliation will be treated as misconduct and suitable action may be taken.

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17. JOINT COMPLAINTS COMMITTEE

In cases where Quess and other agencies/ clients who are contractually bound, receive a complaint of Sexual harassment which involves both or more organizations a joint complaints committee may be formed as the situation requires and the inquiry will be conducted as per the Policy applicable at the concerned ‘workplace’.

If the decision is up to Quess Corp’s IC, then an offer will be made to the client/ vendor organization to nominate an IC member as an “observer” to join the inquiry. However, the jurisdiction for the case will remain with Quess’s IC (quorum maintained), the observers will be asked to share their opinions and inputs as goodwill and the IC will not be obliged to make any modifications based on this.

The client/ vendor/ staffing company’s External member will not be allowed to be an observer.

However, accountability to take actions rests solely with the organization who employs and pays the Respondent.

18. DOCUMENTATION

- 1) The Committee shall keep complete and accurate documentation of the complaint, its investigation and the resolution thereof for a period of upto 3 years from the time of inquiry completion.
- 2) The IC will prepare an annual report with the number of cases filed and disposed, as required under Section 21 of the Act.
- 3) The office of the Chairperson shall annually compile a list of cases in that year and furnish this report to the employer and the district officer through the annual POSH return. Further the employer shall incorporate the referred report in its Company Annual Report.

Dissemination of policy

- A copy of the POSH policy will be updated every year and shall be placed in the HRMS under HR policies for everyone to access.
- A copy will also be published in the company website

19. PREVENTION & PROHIBITION

The organization will take proactive steps to ensure that all employees are aware of the POSH

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policy, the redressal mechanism through impactful training and other sensitization initiatives throughout the year.

20. INTERNAL COMMITTEE MEMBERS AND CONTACT DETAILS

External members

Navamallika Gupta - navmallika@preservelegal.com

Practicing Advocate, based in Delhi - 9899245242

Brinda Adige – brindaadige@gmail.com – Director, Global Concerns India,

Social worker, based in Bangalore – 9845518138

- External Representatives can cover all business entities/ locations of Quess Corp/ IC's (if there is a requirement) unless specified
- Quess IC members can be asked to cover for the ICs of other legal entities or regional offices of Quess as required
- Any member of the IC can be nominated to be part an inquiry irrespective of their location or business line. The Chairperson's office will nominate IC members for each inquiry to maintain a quorum as specified in this policy.

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The Internal Committee

| S.no | Name | Designation | Business line | Role | Gender | Region | Location | Email ID | Contact No |
|------|---------------------------|---------------------------------------|---------------|-------------------|-------------------|--------------|-----------|--|-------------|
| 1 | Nitasha Agarwal | General Manager | GS | Presiding officer | Female Member | North | Delhi | nitasha.agarwal@quesscorp.com | 9953501833 |
| 2 | Varada Shrikrishna Vaidya | Deputy General Manager | GS | Member | Female Member | North | Delhi | varada.vaidya@quesscorp.com | 8861259609 |
| 3 | Nasimul Haque | Vice President - VAS | GS | Member | Male Member | North | Delhi | nasimul.haque@quesscorp.com | 8955955055 |
| 4 | Divya V | General Manager | QITS | Member | Female Member | South | Kerala | divya.v@quesscorp.com | 9846559023 |
| 6 | Jyoti Rothan | Sr. Manager - HR | GS | Member | Female Member | South | Bangalore | jyoti.r@quesscorp.com | 8105277551 |
| 5 | Dilip Uppala | Vice President | GS | Member | Male Member | South | Hyderabad | dilip.uppala@quesscorp.com | 9176624434 |
| 6 | Chandan D V | Associate Vice President - Sales | GS | Member | Male Member | South | Bangalore | chandan.dv@quesscorp.com | 9880536400 |
| 8 | Namrata Sajani | COO | GS | Presiding officer | Presiding officer | West | Mumbai | namrata.sajani@quesscorp.com | 9820246220 |
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| 9.7 | Priyanka Chanda | CBO | QITS | Presiding officer | Female Member | South | Bangalore | priyanka.chanda@quesscorp.com | 8861186074 |
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| 12 | Durgaraje | Associate Vice President | QITS | Member | Female member | West | Pune | durgaraje.bhedaa@quesscorp.com | 97666 33999 |
| 13 | Hitesh Parmar | General manager | GS | Member | Male Member | West | Ahmedabad | hitesh.parmar@quesscorp.com | 9998581202 |
| 14 | Rajesh Pandey | Vice President - VAS | GS | Member | Male Member | West | Ahmedabad | rajeshp@quesscorp.com | 9916388660 |
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| 19 | Prianca Sharma | General Manager - Client engagement | QITS | Member | Female Member | North | NCR | prianca.sharma@quesscorp.com | 9910190787 |
| 21 | Ekta Jain | Deputy General Manager | GS | Member | Female Member | North | NCR | ekta.jain@quesscorp.com | 7838389103 |
| 22 | Bharath kumar | Senior Regional Manager | GS | Member | Male member | South | Coimbtore | bharath.kumar@quesscorp.com | 9786885515 |
| 23 | Anjan Malakar | Senior manager - operations | GS | Member | Male member | East | Kolkata | anjan.malakar@quesscorp.com | 9903753817 |
| 24 | Varsha Suresh Keny | General Manager | GS | Member | Female Member | West | Mumbai | varsha.keny@quesscorp.com | 8828467127 |
| 25 | Samantha Maria Romeo | General Manager | GS | Member | Female Member | South | Bangalore | samantha.romeo@quesscorp.com | 9902343934 |
| 26 | beraaz Italia | General Manager | QITS | Member | Male member | South | Hyderabad | beraaz.i@quesscorp.com | 6302225686 |
| 26 | Aparna GV | Chairperson - POSH & grievances | WFM common | Presiding officer | Female Member | South | PAN India | aparna.gv@quesscorp.com | 9880700400 |
| 27 | Mansi Pant | Deputy general manager | GS | Member | Female Member | North | Delhi | mansi.pant@quesscorp.com | 9718084646 |
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| 29 | Nilabh Gupta | AVP | HR | Member | Male member | North | Delhi | nilabh.gupta@quesscorp.com | 9599109710 |
| 30 | Navmallika Gupta | | Advocate | External member | Female Member | North & East | Delhi | navmallika@preservelegal.com | 9899245242 |
| 31 | Brinda Adige | | NGO | External member | Female Member | South & West | Bangalore | brindaadige@gmail.com | 9845518138 |
| | Presiding Officers | | | | | | | | |

Prevention of Sexual Harassment Policy (POSH)

Version 1.0

QUE-HR-POL-POSH

Classification: Public

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