

SEXUAL HARASSMENT POLICY

Zip Industries Ltd recognizes the right of employees to work in an environment free of sexual harassment.

Zip Industries Ltd is committed to achieving this environment

Sexual harassment will not be tolerated. Individuals who engage in such behavior will be subject to disciplinary action up to and including termination.

Sexual harassment is prohibited whether it occurs at the workplace or elsewhere in the course of employment responsibilities or working relationships.

Management is responsible for ensuring that the work environment is free from sexual harassment.

All sexual harassment complaints and responses are confidential subject to the requirements of this policy.

Place : Chengalpattu

Signed