



BANG OVERSEAS LTD.

Registered Office: - 405/406 Kewal Industrial Estate, 4th Floor, Senapati Bapat Marg, Lower Parel (W),

Mumbai - 400013, Maharashtra, India. CIN: L51900MH199PLC067013

Tel: +912266607956/67 | Fax: +912266607970 | Email: cs@banggroup.com | Web: www.banggroup.com

FOR KIND ATTENTION

[As per Section 19(b) of the Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013]

A safe workplace is a woman's legal right. Indeed, the Constitutional doctrine of equality and personal liberty is contained in Articles 14, 15 and 21 of the Indian Constitution to ensure a person's right to equal protection under the law, to live a life free from discrimination on any ground and to protection of life and personal liberty.

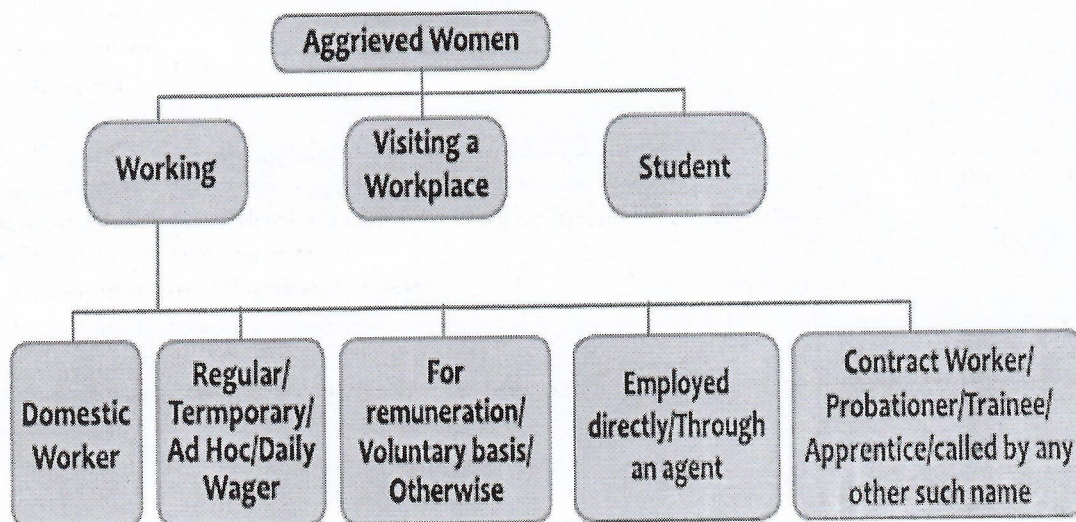
Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely:

- Prohibition
- Prevention
- Redress

WHAT IS SEXUAL HARASSMENT AT THE WORKPLACE?

"Sexual Harassment" with Aggrieved women includes anyone or more of the following unwelcome acts or behavior (whether directly or by implication), namely:

1. Physical contact or advances;
2. A demand or request for sexual favors;
3. Making sexually colored remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.





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[As per Section 19(b) of the Sexual Harassment of Women At
Workplace (Prevention, Prohibition and Redressal) Act, 2013]

The aggrieved women may lodge complaint relating to sexual harassment at workplace to the
Presiding Officer & Members of the Internal Complaint Committee as listed below:

Composition of Internal Complaints Committee

[As per Section 4 of the Sexual Harassment of Women At
Workplace (Prevention, Prohibition and Redressal) Act, 2013]

Sr. No.	Name of Members	Role in the Committee	Designation in the Company	Email-Id	Mobile No.
1.	Mrs. Vandana Bang	Presiding Officer	Executive Director	vandanabang@gmail.com	9022210211
2.	Mrs. Amita Chavan	Member	Sampling Incharge	amita@banggroup.com	9594356491
3.	Mr. Jaydas Dighe	Member	Chief Financial Officer	dighe@banggroup.com	9322895335
4.	Mr. Sukhdev Dhidharia	Member	Logistics Incharge	sukhdevdhidharia@banggroup.com	9890706507
5.	Ms. Ashmi Shah	Member	NGO	ashmishah95@gmail.com	9920565636

PENALTIES FOR NON-COMPLIANCES:

An employer can be subjected to a penalty of up to INR 50,000 for:

- Failure to constitute Internal Complaints Committee
- Failure to act upon recommendations of the Complaints Committee; or
- Failure to file an annual report to the District Officer where required; or
- Contravening or attempting to contravene or abetting contravention of the Act or Rules.

Where an employer repeats a breach under the Act, they shall be subject to:

- Twice the punishment or higher punishment if prescribed under any other law for the same offence.
- Cancellation/Withdrawal/Non-renewal of registration/license required for carrying on business or activities.

FOR BANG OVERSEAS LIMITED



BRIJGOPAL BANG
MANAGING DIRECTOR
DIN: 00112203