



Prevention of Sexual Harassment at Workplace

Volvo Group India Private Limited (Volvo Group India) believes that everyone has a right to work in a peaceful & safe environment, Volvo Group India strives to provide a professional work environment free of sexual harassment, exploitation and intimidation. Harassment at workplace in any form will not be permitted, tolerated or condoned by the Company whether it is based on a person's race, colour, ethnic or national origin, gender, real or suspected sexual orientation, religion or perceived religious affiliation, disability or other personal characters.

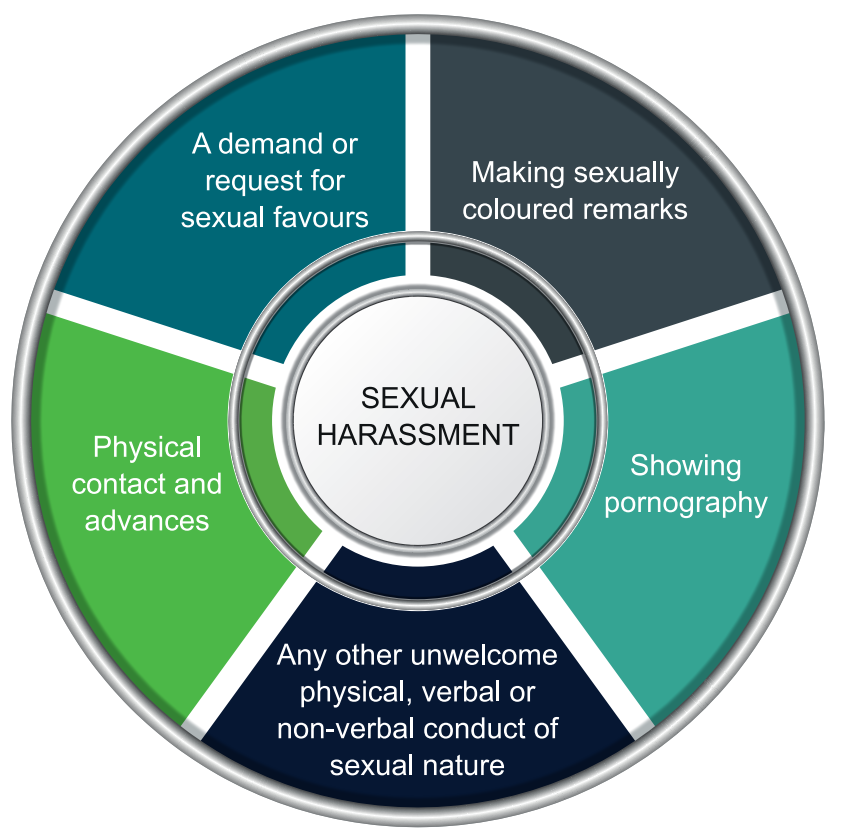
Volvo Group India's policy on PoSH (Prevention of Sexual Harassment) is in accordance with legislation/Act "Sexual Harassment of Women at Workplace" (Prevention, Prohibition and Redressal) Act, 2013 and is formulated in accordance with the latest amendments, enactments in India and International Conventions and norms.

Volvo Group India has constituted internal complaints committee (ICC), which deals with all formal complaints and allegations on Sexual Harassment. In case someone has experienced any misconduct with respect to above legislation at the workplace of Volvo Group India, they are encouraged to file complaint by contacting the members representing ICC.

The Internal Complaints Committee (ICC) of Volvo Group India consist of the following members:

Presiding Officer, IC	Sheji. Murukutla	
NGO representative	Dr. Janet Parameswaran (External Member)	
Volvo Locations	Female Representatives	Male Representatives
Parin Building	Deepa Srinivasan	R Sethumadhavan
Laurel Building	Babli Singh	Kulkarni Bhaskar
Tridib Building	Ashwini Gowda	B A Hari Srinivas
Hosakote Plant	Sujaya Srivatsa	Rajeev Joglekar

To report any such harassment at Volvo Group India, you can send the complaint **Complaint_ICC@volvo.com**



*An employee is a person who is employed at the workplace as a regular, consultant, temporary, or an ad hoc basis. This policy is also applicable for visitors, interns, service providers and students.