

RUKMANI DEVI GARG AGRO IMPEX LIMITED

P-7 , Bhamashah Mandi, Anantpura, Kota, Rajasthan,
India, 324005

CIN: U24246RJ1998PLC014771

REVISED POLICY ON PREVENTION OF SEXUAL
HARASSMENT OF WOMAN AT WORK PLACE

Approved by Board of Directors at its meeting held on
8th August, 2026

1. PURPOSE:

To create and maintain safe work environment, free from sexual harassment & discrimination for its employees. Establish guidelines as per the guidelines of "The Sexual harassment of women at workplace (prevention, prohibition & redressal) Act, 2013.

2. SCOPE:

Rukmani Devi Garg Agro Impex Limited aims to adopt zero tolerance attitude against any kind of Sexual Harassment or discrimination caused by any employee during their tenure at Rukmani Devi Garg Agro Impex Limited towards any other person being an employee, Client, Vendor and Contractor in Company premises or elsewhere in India or abroad.

3. APPLICABILITY:

All employees of Rukmani Devi Garg Agro Impex Limited.

4. DEFINITION:

- I. **Employee of Rukmani Devi Garg Agro Impex Limited** - Includes person carrying out any work on behalf of Rukmani Devi Garg Agro Impex Limited and may have been hired as Permanent, Temporary, Contracted or on Retainer Ship Basis, part-time basis etc., either directly or indirectly or through vendor organization.
- II. **Sexual Harassment** - Harassment of a Female/Male employee consisting of any unwelcome sexually determined behavior, whether directly, indirectly, by any male/female in charge of the management or a male/female co-employee either individually or in association with other persons to exploit the sexuality of co-employee to harass him/her in a manner which prevents or impairs his/her full utilization of full benefits, facilities or opportunities or any other behavior which is generally considered to be derogatory.
- III. **Aggrieved Woman** - In relation to 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.
- IV. **Aggrieved Man** - - In relation to workplace, a man of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the Respondent.
- V. **Respondent:** Employees against whom the complaint has been filed.
- VI. **Workplace** - In addition to the place of work [Head office / Branch offices, Factories] it shall also include any place where the aggrieved woman or the respondent visits in connection with his/her work, during the course of and/or arising out of employment/ contract/ engagement with Rukmani Devi Garg Agro Impex Limited, including transportation provided for undertaking such a journey.

5. POLICY GUIDELINES:

Sexual Harassment shall include but not limit to: -

- Physical Contact & Sexual advances
- Demand or request for sexual favors;
- Sexually- colored remarks;
- Showing pornography;
- Any other unwelcome physical, verbal or non-verbal or written conduct of a sexual nature.

6. GRIEVANCE MECHANISM: PROCEDURE TO REGISTER COMPLAINTS:

A complaint shall be submitted through email to info@rdgagro.com or can be discussed during the meeting with any member of the Internal Committee mentioned herein within 3 months of the occurrence of an act of Sexual Harassment. If the respondent is the direct supervisor of the complainant, or a person influencing the career growth of the complainant, the reporting structure will be changed till the time the inquiry is completed.

7. INTERNAL COMMITTEE:

- a. Each complaint of Sexual Harassment shall be dealt with utmost confidentiality and urgency by an Internal committee consisting of:

- Presiding Officer - 1 member
- Internal Member - 2 members
- External Member- 1 member

Sr. No.	Name of the person	Designation	Email id
1	Mrs. Anju Garg	Presiding Officer	rukmanidevigarg@gmail.com
2	Ms. Leena Narang (CS)	External Member	csleenanarang@gmail.com
3	Mrs. Ayushi Agarwal (CS)	Internal Member	Ag.ayushi1993@gmail.com
4	Mr. Vishal Garg	Internal Member	vishalgargvishal@yahoo.co.in

- b. Within 3 working days, the internal committee shall commence Official Internal Enquiry by:

- informing the said complaint to the respondent; or
- instructing them to stop the alleged act of Sexual Harassment immediately; or
- informing not to reach out to the complainant directly or indirectly; or
- asking an immediate explanation from him/her to the same.

- c. Within 5 working days from the receipt of original complaint, the designated person shall respond in writing to the complainant informing him/her about the initial steps taken by Rukmani Devi Garg Agro Impex Limited in order to stop the alleged act(s).

- d. Within 15 days from receipt of the complaint, the Internal committee shall record and accordingly communicate in writing to the complainant and the Respondent, its prima facie findings, upon giving the concerned parties a fair and due opportunity to

represent themselves and upon conducting fact finding, truth verification and counseling sessions with persons involved in alleged act(s).

- e. A complaint will be closed no later than one month from receipt of complaint by recording the decisions of the internal committee, accordingly informing to the complainant and the Respondent of the same.
- f. Employees are duty bound to assist in investigative steps, employees' wholehearted participation shall be mandatory in this regard. Whistleblowers shall be protected from exposure, retaliation or hostility.
- g. Within 2 working days from receipt of prima facie findings or the charges, if the complainant or the Respondent is dissatisfied with the decision of internal committee, she or he may appeal specifying the reasons in writing to Managing Director. Within 5 working days from the receipt, the appeal shall be finally disposed of by written communication to the said party. The decision of Managing Director shall be final and cannot be appealed.

8. REDRESSAL:

- a. An amicable resolution of the complaint is possible only with the written consent of the complainant.
- b. Within 24 hours of closing the case file, the internal committee shall present the same to and inform its decision to the Managing Director.
- c. In case of decision establishing the offence of Sexual Harassment of the complainant, within 3 working days, the internal committee shall recommend Disciplinary action against the offender considering the nature and extent of injury caused to the complainant, prior complaints or repetition of offence etc. and the impact of the offence on the company profile as a whole.
- d. The position of the offender and the criticality of the position occupied by the offender shall not be any hindrance to the disciplinary action taken against the offender.
- e. The disciplinary action that shall be commensurate with the nature of the gravity of the offence, shall include but not limited to:
 - Warning
 - Written apology from offender,
 - Bond of good behavior
 - Transfer
 - Debarring from supervisory duties
 - Denial of employee benefits like increments/promotion/salary correction etc.
 - Cancellation of specific work Assignment
 - Suspension

➤ Dismissal

Annual report summarizing complaints and Redressal of Sexual harassment shall be prepared by designated person. The said report as well as all documents regarding Sexual Harassment complaints shall be in the custody of designated person and will be termed as 'Strictly Confidential'.

9. MONITORING AND REVIEW

This Policy and Procedure will be reviewed whenever required from the date of implementation. Where changes in employment legislation occur that directly affect this Policy, these will be reflected with immediate effect and communicated through Board.

10. DISCLOSURE

- Particulars of the policy shall be disclosed in such manner as may be prescribed under the Listing Regulations and/or the Act (including rules made thereunder), from time to time.
- This Policy shall be disclosed on the Company's website <https://www.rdgagro.com>



RUKMANI DEVI GARG AGRO IMPEX LIMITED

Anju Garg

ANJU GARG
Presiding Officer
DIN: 02061437

Ayushi

AYUSHI AGARWAL
Internal Member
M.No A48756

Vishal

VISHAL GARG
Internal Member
DIN: 00840692