

Date: 01/February/2023

NOTICE**CONSTITUTION OF INTERNAL COMMITTEE FOR INQUIRY INTO COMPLAINTS RELATING TO SEXUAL HARASSMENT AT WORK PLACE.**

In accordance with section 4(2) read with section 19(b) of the Sexual Harassment of women at work place (Prevention, Prohibition and Redressal) Act and the rules, 2013, the Internal Committee consisting of the following members is re-notified.

Name	IC Designation
Ms. Swetha R Khokale	Presiding Officer
Ms. Durga Murthy	Member
Ms. Rajeswari Karri	Member
Mr. Nagaraju Alla	Member
Mr. Naresh Babu Kala	Member
Ms. Shweta Bhat	External Member

All complaints related to POSH policy can be sent to bangaloreposhic@advarra.com. In supersession of the earlier notice dated 16-July-2021, the formation of this committee is effective as of 01-February-2023 and shall be in force for a period of 3 years.

Any vacancies arising during the said period will be filled up in accordance with the provisions of the Act and Rules read with the policy of the company.

Note: Any person found guilty of violating the Policy on Prevention of Sexual Harassment (POSH) at the Workplace as substantiated by data and facts, shall be liable for penal consequences as per provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Rules, 2013. Any person found guilty shall be subject to appropriate disciplinary action, leading upto and including termination of services with/or without compensation based on severity of case.

In case a complaint is filed under the Indian Penal Code, at the option of the complainant, the respondent may also have to face imprisonment, the term of which may range between 1 - 3 years or with fine or both.



For Advarra India Private Limited

Sd/-

Vinay Kumar N V

Director, HR and Administration

Authorized Signatory

1-February-2023