



**Kumar Organic Products Limited**  
INGREDIENTS FOR US

## **Sexual Harassment Policy**

**CIN: U85110KA1991PLC012095**

**Registered Office: Usha Krishna Towers, Plot 36-B, Road No.3 & 5, Jigani  
Industrial Area, Anekal Taluk Bangalore -560105, Karnataka. Telephone:**

**+91 080 41425832 website : [www.kumarorganic.net](http://www.kumarorganic.net)**

1. **Objective** : The objective of this policy is to guide the employees and describe the procedure for taking action against the Sexual Harassment, if in case, takes place with him/her at the workplace.
2. **Scope**: This Policy extends to all employees of KOPL and sister concerns and is deemed to be incorporated in the service conditions of all employees and comes into effect immediately.
3. **Policy**:
  - 3.1 **Definition**: According to The Supreme Court definition, sexual harassment is any unwelcome sexually determined behavior, such as:-
    - Physical contact and advances
    - A demand or request for sexual favours
    - Making Sexually coloured remarks
    - Showing pornography
    - Any other physical, verbal or non-verbal conduct of a sexual nature.
  - 3.2 **Sexual Harassment takes place if a person**:
    - subjects another person to an unwelcome act of physical intimacy, like grabbing, brushing, touching, pinching etc.
    - makes an unwelcome demand or request (whether directly or by implication) for sexual favours from another person, and further makes it a condition for employment/payment of wages/increment/promotion etc. or threats about her present or future employment status.
    - makes an unwelcome remark with sexual connotations, like sexually explicit compliments/cracking loud jokes with sexual connotations/ making sexist remarks etc.
    - shows a person any sexually explicit visual material, in the form of pictures/cartoons/pin-ups/calendars/screen savers on computers/any offensive written material/pornographic e-mails, etc.
    - engages in any other unwelcome conduct of a sexual nature, which could be verbal, or even non-verbal, like staring to make the other person uncomfortable, making offensive gestures, kissing sounds, etc.
    - It is sexual harassment if a supervisor requests sexual favours from a junior in return for promotion or other benefits or threatens to sack for non-cooperation. It is also sexual harassment for a boss to make intrusive inquiries into the private lives of employees, or persistently ask them out. It is sexual harassment for a group of workers to joke and snigger amongst themselves about sexual conduct in an attempt to humiliate or embarrass another person.