



## PROHIBITION AND PREVENTION OF SEXUAL HARASSMENT

This statement will be called as a policy for the prohibition and prevention of sexual harassment of the employee either by the opposite sex or by the same sex.

The company believes that sexual harassment of a female employee at the place of work is incompatible with the dignity & honour of a lady & needs to be eliminated and there shall be no compromise with such violations.

For this purpose, the phrase “ sexual harassment ” means, any gesture, whether directly or by implications, aims at or has the tendency to outrage the modesty of the female employee and includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- (a) Physical contact and advances
- (b) A demand or request for sexual favour
- (c) Sexually coloured remarks
- (d) Showing pornography
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

To prevent the above, if anyone violates the above rules or commits any of the above acts he/she will be dealt strictly under the law and company rules & regulations.

**Authorized by**

**Faze Three Management**

Date of Issue	02.05.2018	Date of Revision	25.12.2020
Issue no	01	Revision no	1

### FAZE THREE LIMITED

380/1, SILVASSA - KHANVEL ROAD, DAPADA, SILVASSA - 396 230, UNION TERRITORY OF DADRA & NAGAR HAVELI, INDIA.  
TEL.: (0260) 2699323 / 026 / 029 / 3202950 / 51 Fax : (0260) 2699322 E-mail : admin@dpd.fazethree.com