



## **Amber Group**

(Amber Enterprises India Limited and Its Subsidiaries & Joint ventures)

### **POLICY ON PREVENTION, PROHIBITION AND REDRESSAL OF SEXUAL HARASSMENT AT THE WORKPLACE ("POSH")**

Sexual harassment at the workplace results in violation of the fundamental rights of an individual:

- To equality under Articles 14 and 15 of the Constitution of India
- To life and to live with dignity under Article 21 of the Constitution
- To practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on 25 June 1993 by the Government of India.

AMBER ENTERPRISES INDIA LIMITED ("Amber") is an equal employment opportunity Company and is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and in a harassment free workplace to all employees without regard to race, caste, religion, colour, ancestry, marital status, gender, age, nationality, ethnic origin or disability. The Company also believes that all employees of the Company have the right to be treated with dignity. Sexual harassment at the workplace or other than workplace if involving an employee or employees is a grave offence and is therefore, punishable.

This Policy extends to all employees of Amber and its subsidiaries/joint ventures and future subsidiaries and joint ventures (subsidiaries/joint ventures shall have meaning ascribed under the relevant provisions of the Companies Act, 2013) with applicability of HR policies - hereinafter referred to as "Company" / "Organization" in this policy. It is deemed to be incorporated in the service conditions of all employees of the Company in India. Local country laws will take precedence over this policy, in other geographies, if applicable.

This version of the policy is effective from **9<sup>th</sup> February 2026** and supersedes all prior policies and communication on this matter for Amber and its subsidiaries/joint ventures.

#### **1. Introduction**

At Amber, all employees are expected to uphold the highest standards of ethical conduct at the workplace and in all their interactions with business stakeholders. This means that employees have a responsibility to:

- Treat each other with dignity and respect
- Follow the letter and spirit of law
- Refrain from any unwelcome behaviour that has sexual connotation (of sexual nature)
- Refrain from creating hostile atmosphere at workplace via sexual harassment
- Report sexual harassment experienced and/or witnessed to appropriate authorities and abide by the complaint handling procedure of the Company.

This policy has been framed in accordance with the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and rules framed thereunder (hereinafter "the



Act”). Accordingly, while the policy covers all the key aspects of the Act, for any further clarification reference shall always be made to the Act and the provisions of the Act shall prevail. If any aspect relating to sexual harassment not explicitly covered in this policy is provided for by the law, then the law will be applicable. In case of any conflict between the policy and the law, the law will prevail.

This policy provides protection against sexual harassment of individual at workplace and the prevention and redressal of complaints of sexual harassment and matters related to it.

## 2. **Scope**

This Policy extends to all employees of the Company and is deemed to be incorporated in the service conditions of all employees of the Company in India. Local country laws will take precedence over this policy, in other geographies, if applicable.

## 3. **Definitions**

**Sexual harassment** includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- (i) physical contact and advances; or
- (ii) a demand or request for sexual favours; or
- (iii) making sexually coloured remarks; or
- (iv) showing pornography; or
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

“Sexual Harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication), but not limited to:

1. Any unwelcome sexually determined behaviour, or pattern of conduct, that would cause discomfort and/or humiliate a person at whom the behaviour or conduct was directed namely:
  - a) Unwelcome sexual advances involving verbal, non-verbal, or physical conduct, implicit or explicit;
  - b) Physical contact and advances including (but not limited to) touching, stalking, sounds which have explicit and /or implicit sexual connotation/overtones, molestation;
  - c) Teasing, Voyeurism, innuendos and taunts with implicit sexual connotation, physical confinement and /or touching against one’s will;
  - d) Demand or request for sexual favours;
  - e) Sexually coloured remarks or remarks of a sexual nature about a person's clothing or body;
  - f) Display of pictures, signs etc. with sexual nature/ connotation/ overtones in the work area and work-related areas;
  - g) Showing pornography, making or posting vulgar / indecent / sexual pranks, teasing, jokes, demeaning or offensive pictures, cartoons or other materials through email, SMS, MMS, gestures etc.;
  - h) Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person’s wishes;
  - i) Giving gifts or leaving objects that are sexually suggestive;
  - j) Eve teasing, innuendos and taunts, physical confinement against one’s will or any such act likely



- k) to intrude upon one's privacy; Persistent watching, following, contacting of a person; and  
Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
2. The following circumstances if it occurs or is present in relation to any sexually determined act or behaviour amount to sexual harassment:
- a) Implied or explicit promise of preferential treatment in employment;
  - b) Implied or explicit threat of detrimental treatment in employment;
  - c) Implied or explicit threat about the present or future employment status;
  - d) Interference with the person's work or creating an intimidating or offensive or hostile work environment; or
  - e) Humiliating treatment likely to affect health or safety.

An alleged act of sexual harassment committed during or outside of office hours falls under the purview of this policy. Further, it is important to note that whether harassment has occurred or not does not depend on the intention of the people involved but on the alleged charges of the aggrieved individual.

- **Aggrieved individual:** In relation to a workplace, an individual, of any age, whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent.
- **Complainant:** Any aggrieved individual who makes a complaint alleging sexual harassment under this policy
- **Respondent:** A person against whom a complaint of sexual harassment has been made by the aggrieved individual under this policy
- **Employee:** A person employed at the workplace, for any work on regular, temporary, ad-hoc or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.
- **Special Educator:** A Special Educator means a person trained in communication with people with special needs in a way that addresses their individual differences and needs.
- **Workplace:**
  - Premises, locations, establishments, enterprises, institutions, offices, branches or units established, subsidiaries which are controlled by the Company.
  - Places visited by the Employee arising out of or during the course of employment including official events, accommodation and transportation provided by the employer for undertaking a journey.
  - Virtual Platform used during work.
- **Employer:** A person responsible for management, supervision and control of the workplace

#### 4. **Roles and Responsibilities**

It is the responsibility of all to respect the rights of others and to never encourage harassment. It can be done by:

- a. Refusing to participate in any activity which constitutes harassment
- b. Supporting the person to reject unwelcome behaviour
- c. Acting as a witness if the person being harassed decides to lodge a complaint

#### 5. **Redressal Mechanism – Formal Intervention**

In compliance with the Act, any complaint under this policy shall be followed by a formal redressal mechanism as described in this Policy.

##### **a. Internal Committee (Henceforth known as ‘Committee’)**

To prevent instances of sexual harassment and to receive and effectively deal with complaints pertaining to the same, Internal Committees (IC) have been appointed for all units / offices of the Company. The details of the committee are notified to all covered persons at the location (workplace). The committee at each location comprises of:

1. Presiding Officer: A woman employed at a senior level in the organization or workplace
2. At least 3 members from amongst employees, committed to the cause of women or who have had experience of social work or have legal knowledge
3. One external member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment
4. At least one half of the total members nominated being women

The committee will be responsible for:

1. Receiving written submissions and complaints filed online via the Government of India’s SHe-Box (Sexual Harassment electronic Box) portal of sexual harassment at the workplace
2. Initiating and conducting inquiry as per the established procedure
3. Submitting findings and recommendations of inquiries
4. Coordinating with the employer in implementing appropriate action
5. Maintaining strict confidentiality throughout the process as per established guidelines
6. Submitting annual reports in the prescribed format

##### **b. Committee Members of Internal Complaint Committees (“IC”) have been nominated for all locations / divisions.**

While the IC at corporate level will handle all complaints received in Gurgaon operations, representatives from following locations are co-opted into the IC to cover the various locations of the Company:

Company Name	Locations	Address
<b>Amber Enterprises India Limited</b>	Corporate Office	Universal Trade Tower, 1 <sup>st</sup> and 4 <sup>th</sup> Floor, Sector – 49, Sohna Road, Gurgaon – 122 018
	Rajpura Unit (Registered Office as well)	C-1, Phase-II, Focal Point, Rajpura, Punjab
	Dehradun Unit IV	D-36, 37 and 38, Industrial Area, Selaqui, Dehradun, Uttarakhand
	Dehradun Unit V	H-23, Industrial Estate, Selaqui, Dehradun, Uttarakhand
	Dehradun Unit VI	A-1/1 and A-1/1A, Industrial Area, Selaqui, Dehradun, Uttarakhand
	Pune Unit	Plot No. D-93, Ranjangaon Industrial Area, Ranjangaon, Pune, Maharashtra
	Jhajjar Unit I	15 KM Mile Stone, Village Dadri TOE, Jhajjar, Haryana
	Jhajjar Unit II	Plot No. P 14, Street No. 1, Sector 3, Model Economic Township, Toe and Bid Dadri, Jhajjar, Haryana
	Chennai Unit	Survey No. 561/3B, 561/4, 561/5, 584/1A1, 581/2A, 582/2A, 582/2B, 583/1, 584/1B1, Singadivakkam Village, Kancheepuram District, Tamil Nadu – 631 561
	Sricity Unit - 1	Survey No. 395, 397, 398, 399, 400, 431 & 432, Plot No. 185, EMC 3rd Cross, Sri City, Chervi (V), Satyavedu (M), Chittoor District, Andhra Pradesh - 517 646
	Rudrapur Unit	Khasra no. 623 & 624, Shimla Pistour Malsa, Kichha Road, Rudrapur, Udham Singh Nagar, Uttarakhand, 263153
	Shahjahanpur Unit	Plot no. F109 & 110, Shahjahanpur Industrial Area Shahjahanpur, Distt. Alwar
	Pant Nagar Unit	Plot no. 44, Sector-6 IIE SIDCUL Pantnagar, Rudrapur (Uttarakhand)
	Supa Unit	Plot No. A-3/4, Supa-Parner Industrial Park, Waghunde Bk, Supa MIDC, Taluka- Parner, Ahmednagar, Maharashtra, 414301.
	Kasna Robotics Unit	Plot No. D-13, Site-4, Industrial Area, Upsidc, Greater Noida, Gautam Buddha Nagar, 201306, District :- Gautam Buddha Nagar
Ecotech 1, Extension 1,	Plot No 77, Sector Ecotech 1, Extension 1, Greater Noida , Gautam Buddha Nagar, UP- 201310	
Uttar Pradesh - Sector 90	Plot No. 17, Sector 90, Noida	

For IC constitution at the following subsidiaries/joint ventures, members will be co-opted from the respective factory units/offices of the companies to participate in the investigations / POSH related initiatives that are required to be conducted:

1. PICL (India) Private Limited (“PICL”)
2. IL JIN Electronics (India) Private Limited (“ILJIN”)
3. Sidwal Refrigeration Industries Private Limited (“Sidwal”)
4. Pravartaka Tooling Services Private Limited (“Pravataka”)
5. Ascent Circuits Private Limited (“Ascent”)
6. Power-One Micro Systems Private Limited (“Power-One”)
7. Shogini Technoarts Pvt Ltd (“Shogini”)

Company Name	Locations	Address
<b>PICL (India) Private Limited</b>	IMT Unit (Registered Office as well)	Industrial Model Township, Plot No. 619 Sector 69, IMT, Faridabad - 121009
<b>Sidwal Refrigeration Industries Private Limited</b>	Faridabad Unit 1 (Registered Office as well)	Plot No. 23, Sector 6, Faridabad, Haryana
	Faridabad Unit 2	Plot No. 925, Sector 68, IMT Faridabad, Haryana
<b>ILJIN Electronics (India) Private Limited</b>	UP Unit	Plot No. 27 and 28, Udyog Kendra, Ecotech - III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh
	Chennai Unit	CCI Logistics & Industrial Park – Pollivakkam SH-57, Village #104, Pollivakkam Chathiram, Survey no-850/1, 849, & 848 Sriperumbudur High Road, Thiruvallur – 602002
	IL JIN / Stelltek B-24 Unit	B-24, Janpath Marg, Sector 85, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201305
	Pune Unit (Registered Office as well)	Gate No. 161/2, Pimple Jagtap Road, Bhima Koregaon, Tal. Shirur, Pune, Maharashtra, India, 412216
<b>Pravartaka Tooling Services Private Limited</b>	Greater Noida unit 1	113, 114, Toy City, Ecotech III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh-201306
	Greater Noida Unit 2	Plot No. 14, Ecotech II, Greater Noida, Gautam Buddha Nagar, (Uttar Pradesh) 201306
	Noida Unit	D - 89, Phase 2 Extension, Noida, Gautam Buddha Nagar, Uttar Pradesh
	Manesar Unit-1	Plot No 93, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052
	Manesar Unit-2	Plot No 159, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052
	Chennai Unit	Survey No. 342, 344 Pondur Village, Sriperumbudur Taluk, Kanchipuram Dist, Tamil Nadu
	Registered Office Address	2nd Floor, Khasra No. 367, Village Ghitorni, Delhi 110030 India
<b>Ascent Circuits Private Limited</b>	Ascent Hosur Unit	Plot No.111 and Plot 99, SIPCOT Industrial Complex Phase – 1, Hosur – 635126, Tamil Nadu
	Corporate Office (Bangalore Office Address)	GoodWorks Infinity Park, 2 <sup>nd</sup> main Rd, near 21, Electronic City, Phase I, Bengaluru, Karnataka 560100
	Registered Office Address	B-13, I.T.I. Industrial Estatemahadevpur, Bangalore, Karnataka, India, 560048
<b>Power - One Micro Systems Private Limited</b>	Bangalore Unit (Registered Office as well)	5th Cross GF 3 F 12 KSSIDC Building Peenya Industrial Area Bangalore Karnataka 560058
	Bangalore Office	No C 332, Industrial Estate, Peenya Indl Estate, Bengaluru Urban, Karnataka, 560058

	Ahmedabad Office	Vishwas City 2, Shop No C 44, Ghatlodiya, Chanakya Puri Road Ghatlodiya, Ahmedabad, Gujarat, 380061
	Bhopal Office	D-122, 547, New Minal Residency, J K Road, New Minal Residency, Bhopal, Madhya Pradesh - 462023
	Chennai Office	Near ASTC Depot, No.86-19, Balaji Complex, POWERONE MICRO SYSTEMS PVT LTD, Old Bangalore Road, Hosur, Krishnagiri District, Krishnagiri, Tamil Nadu, 635109
	Chennai Office	First Floor , Door No.1, Flat D , Plot No.922, Sri Anant, 11th Sector , 66 <sup>th</sup> , Street, Kk Nagar, Chennai, Tamil Nadu, 600078
	Kochi Office	No. 52/2898, 52/2898A, VRWA-49, Power One Micro Systems Pvt Ltd, Maplachery Road, State Bank of India, Vyttila, Kooduthotty, Kochi, Ernakulam, Kerala, 682019
	Delhi Office	Second Floor, H. No. F-128, Jhandu Mansion, Mohammadpur, New Delhi, 110066
	Hyderabad Office	Flat No. 102, H. NO.6-3-347/9, Flat No. 102, Riviera Apartment, Dwarakapuri Colony Panjagutta, Hyderabad, Telangana, 500082
	Kolkata Office	9th, Unit-908, Adventz Infinity 5, PLOT-5, Blockbn, SEC.-V, Salt Lake City, North Twenty-Four Parganas, West Bengal, 700091
	Kolkata Office	Ground Floor, Block Al 43, Sec.-li, Bidhan Nagar, Bidhan Nagar, North Twenty Four Parganas, West Bengal, 700091
	Patna Office	K - 111, P C Colony, PC Colony Hanuman Nagar Kankarbagh, Patna, Patna, Bihar, 800020
	Pune Office	Ground floor , Village Kothrud , Tehsil Haveli, 13A Survey Number 19/1 and MILKAT NUMBER-o 404 01092001, Vaastu Plot No.13A, Pune, Maharashtra, 411038
	Pune Office	Ground floor, NO.31/2A/1/1/2, Namdev Bhag, Pune Solapur Road, Swaraj Shree Tractors, Loni Kalbhor Toll Plaza, Manjari, Pune, Pune, Maharashtra, 412307
	Rajasthan Office	AD 5C, Devi Marg, Rajasthan Cab, Bani Park, Kabir Marg, Jaipur, Rajasthan 302016
	Vijayawada Office	Ground Floor, H No 13-69, 4th Line, Vara Lakshmi Puram, Vijayawada, District: Krishna, Andhra Pradesh 520007
	Andhra Pradesh Office	Flat No 805 Block 1, MVV GREEN FIELD, Endada Rushikonda Road, Yendada, Rushikonda APIIC, Visakhapatnam, Andhra Pradesh, 530045
<b>Shogini Technoarts Pvt Ltd</b>	Pune Plant (Registered Office as well)	Khed Shivapur, Gat No 788, Tal Haveli, Pune, Pune, Maharashtra, 412205
	Corporate Office	S. No. 5 (P), Hissa No. 2/4/2, Shogini Building, Katraj – Dehuroad By-Pass, Near Sinhagad Road

		Fly Over, Ambegaon Budruk, Taluka Haveli, Pune 411046.
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The following subsidiaries/joint ventures are currently in the process of setting up operations and hiring requisite employees. Upon commencement of operations and achievement of the prescribed employee threshold, members from the respective entities will be co-opted to participate in investigations and POSH-related initiatives, as required :

1. Yujin Machinery India Private Limited (“Yujin Machinery”)
2. Ascent-K Circuit Private Limited (“Ascent – K”)
3. Stelltek Technologies Private Limited (“Stelltek”)

IC at the central level comprises of following :

1. Presiding Officer
2. Chief Human Resources Officer
3. 4 (Four) members - working at senior level
4. External Member / NGO Representative

**Note : The Presiding Officer and every member of the ICC shall hold office for a period not exceeding three years, from the date of their nomination.**

**A member of the ICC may resign at any time by tendering his/her resignation in writing to the Company.**

Details of the current members of the Internal Committee (IC), co-opted representatives, and nodal officers from various divisions and major Amber subsidiaries/joint ventures are provided in ‘Annexure A’.

The co-opted representatives will participate in the quarterly IC meetings and will support any investigations or POSH-related initiatives required in their respective divisions or areas

### **Removal or Replacement of IC member or Presiding Officer**

In the event that the Presiding Officer and / or any member of the IC:

- contravenes any provisions of the Policy; or
- has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him / her; or
- has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him / her; or
- has so abused his / her position as to render his / her continuance in office prejudicial to public interest, such Presiding Officer or member as the case may be, shall be removed from the ICC. Any vacancy created due to cessation of employment, resignation, death, disability or removal, as applicable, shall be filled by a fresh nomination by the Company in accordance with the appropriate guidelines.

### **c. Lodging a Written Complaint**

An aggrieved individual may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee within a period of 3 months from the date of incident/ last incident. The Internal Committee can extend the timeline by another 3 months for reasons recorded in writing, if satisfied that these reasons prevented the lodging of the complaint within the period.

Provided that, where such a complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaint Committee shall render all reasonable assistance to the individual for making the complaint in writing.

#### **1. If the Aggrieved Individual is unable to make a complaint on account of his/her physical incapacity, a complaint may be filed by:**

- a. His/Her relative or friend; or
- b. His/Her co-worker; or
- c. An officer of the National Commission for Women or State Women's Commission; or
- d. Any person who has knowledge of the incident, with the written consent of the Aggrieved Individual

#### **2. If the Aggrieved Individual is unable to make a complaint on account of his/her mental incapacity, a complaint may be filed by:**

- a. His/Her relative or friend; or
- b. A special educator; or
- c. A qualified psychiatrist or psychologist; or
- d. The guardian or authority under whose care he/she is receiving treatment or care; or
- e. Any person who has knowledge of the incident jointly with the Aggrieved Individual's relative or friend or a special educator or qualified psychiatrist or psychologist, or guardian or authority under whose care he/she is receiving treatment or care;
- f. If the Aggrieved Individual for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with his/her written consent.
- g. If the Aggrieved Individual is deceased, a complaint may be filed by any person who has knowledge of the incident, with the written consent of his/her legal heir.

The complaint shall be submitted by the complainant to the IC in writing or shall be submitted to the IC electronically at [POSH@ambergroupindia.com](mailto:POSH@ambergroupindia.com). The complaint can also be physically submitted to any IC member. All the complaints received from female employees will be uploaded in She-box portal.

### **d. Lodging a Complaint through SHE-box portal**

The female employees may also choose to file their complaint through the SHe-Box portal, which directly forwards the complaint to the IC of the concerned organization or the Local Complaints Committee (LCC), ensuring transparency and monitoring by the Ministry of Women & Child Development. The procedure to

file a complaint are as follows:

- i. **Access the Portal:** Go to the official website <https://shebox.wcd.gov.in>.
- ii. Register Your Complaint by clicking “**Register Your Complaint**” on the homepage.
- iii. Fill in the Complaint Form and provide personal details (name, contact information, workplace details).
- iv. Enter specifics of the incident(s): date, time, place, and description.
- v. Upload supporting documents or evidence if available and submit the Complaint.

#### **e. Appointment of Nodal Officer**

The Company shall designate a Nodal Officer for the purpose of access, monitoring, and coordination in relation to complaints received through the Sexual Harassment electronic Box (“SHe-Box”) portal, as notified by the Government of India.

The Nodal Officer shall act as the official point of contact between the Company, the Internal Committee, and the SHe-Box portal and shall be responsible for timely receipt, acknowledgement, and forwarding of complaints received through the SHe-Box portal to the Internal Committee for further action in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the rules framed thereunder.

The designation of the Nodal Officer shall be for administrative and facilitative purposes only and shall not dilute or replace the powers, duties, or functions of the IC under the POSH Act.

#### **Roles and Responsibilities of the Nodal Officer:**

The Nodal Officer shall:

- (a) regularly monitor the SHe-Box portal for receipt of complaints;
- (b) ensure prompt communication of complaints to the Internal Committee;
- (c) facilitate coordination between the complainant, the Internal Committee, and relevant stakeholders, where required;
- (d) maintain confidentiality of information received; and
- (e) assist in compliance reporting related to SHe-Box complaints.

The details relating to the Nodal Officer(s) appointed for Amber and its subsidiaries and/or joint ventures are set out in **Annexure B**.

#### **f. Receiving a Complaint (guidelines)**

Dealing with incidents of harassment is not like any other type of dispute. Complainants may be embarrassed and distressed, and it requires tact and discretion while receiving the complaint.

The following points are to be kept in mind by the receiver of the complaint:

- Complaints are listened to, and the complainant informed that the Company takes the concerns

seriously. Complainant is informed that these concerns will be reported to the appropriate committee and follow up will be done speedily.

- Situations are not to be pre-judged. Written notes are to be taken while listening to the person. While taking notes, complainants' own words, where possible, are to be used accurately. Clear description of the incident in simple and direct terms is prepared and details are confirmed with the complainant. All notes are kept strictly confidential. Complainant's agreement is taken to allow proceeding with the matter, which involves a formal investigation.
- The complainant is advised that although the process is confidential, the respondent needs to be informed and any witnesses and persons directly involved in the complaint process will also learn of the complainant's identity.

Care is taken to prevent any disadvantage to or victimization of either the complainant or the respondent.

#### **g. Resolution procedure through conciliation**

Once the complaint is received, before initiating the inquiry, the committee may take steps to conciliate the complaint between the complainant and the respondent. This is done only if requested by the aggrieved individual.

No monetary settlement can be made as a basis of conciliation.

In case a settlement is arrived at, the committee records & reports the same to the employer for taking appropriate action. Resolution through conciliation is to happen within 2 weeks of receipt of complaint.

The committee shall provide copies of the settlement to complainant & respondent. Where a settlement is arrived at, no further inquiry is to be conducted by the committee.

#### **h. Resolution procedure through formal inquiry**

The committee will initiate inquiry in the following cases:

- No conciliation is requested by aggrieved individual
- Conciliation has not resulted in any settlement
- Complainant informs the committee that any term or condition of the settlement that has arrived through conciliation, has not been complied with by respondent

##### **1. Manner and Procedure of inquiry into complaint:**

- Complainant should submit the complaint along with supporting documents and the names of the witnesses, if any.
- The IC will hold a meeting with the Complainant within seven days of receipt of the complaint, but not later than a week in any case.
- At the first meeting, the Committee members shall hear the Complainant and record her allegations. The Complainant can also submit any corroborative material with documentary proof, oral or written material, etc., to substantiate her complaint.

- The Committee shall proceed with the enquiry and communicate the same to the Complainant and Respondent.
- Upon receipt of the complaint, the committee will send 1 copy of the complaint to Respondent within 7 working days of receiving the complaint.
- Respondent shall reply with all supporting documents within 10 working days of receiving the copy of the complaint.
- Thereafter, the Respondent may be called for a deposition before the Committee and an opportunity will be given to him to give an explanation, where after, an inquiry shall be conducted and concluded.
- The Complainant shall be provided with a copy of the written explanation submitted by the Respondent.
- If the Complainant or the respondent desires any witness/es to be called, they shall communicate in writing to the Committee the names of witness/es that they propose to call.
- The Committee shall call upon all witnesses mentioned by both the parties.
- The Committee shall provide every reasonable opportunity to the Complainant and the Respondent for putting forward and defending their respective case.
- If either party desires to tender any documents by way of evidence before the Committee, the same is to be supplied as original copies of such documents. Signatures should be affixed on the respective documents to certify these to be original copies.
- No legal practitioner can represent any party at any stage of the inquiry procedure.
- The IC is to make inquiry into the complaint in accordance with the principles of natural justice.
- In conducting the inquiry, a minimum of three committee members including the Presiding Officer are to be present.
- The employer shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this policy.
- Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the company shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
- In the event, the complaint does not fall under the purview of Sexual Harassment, or the complaint does not mean an offence of Sexual Harassment, the same would be dropped after recording the reasons thereof.
- The formal Inquiry process can be conducted in physical presence or through Virtual Platform as per the necessity.

If the complainant or respondent desires to cross examine any witnesses, the Committee facilitates the same and records the statements. In case complainant or respondent seeks to ask questions to the other party, they may give them to the Committee which asks them and records the statement of the other party.

Any such inquiry is completed, including the submission of the Inquiry Report, within 90 days from the date on which the inquiry is commenced. The inquiry procedure should ensure absolute fairness to all parties.

A detailed enquiry report including findings, evidence considered, and recommendations will also be uploaded in the SHe-Box portal by the designated Nodal Officer, ensuring transparency and

tracking and the employer shall be legally bound to act on the recommendations within 60 days of receiving the report.

## 2. **Interim relief**

During pendency of the inquiry, on a written request made by the complainant, the committee may recommend to the employer to:

- Transfer the complainant or the respondent to any other workplace
- Grant leave to the aggrieved individual of maximum 3 months, in addition to the leave he/she would be otherwise entitled
- Prevent the respondent from assessing complainant's work performance
- Grant such other relief as may be appropriate

Once the recommendations of interim relief are implemented, the same is informed to the committee.

## 3. **Termination of Inquiry**

Committee may terminate the inquiry or give ex-parte decision, if complainant or respondent respectively is absent for 3 consecutive hearings, without sufficient reason. 15 days written notice is to be given to the party, before termination of enquiry or ex-parte order.

## 4. **Action to be taken after inquiry**

Post the inquiry, the committee submits its report containing the findings and recommendations to the employer, within 10 days of completion of the inquiry.

## 5. **Complaint unsubstantiated**

Where the committee arrives at the conclusion that the allegation against the respondent has not been proved, it recommends to the employer that no action is required to be taken in this matter. Further, the committee ensures that both parties understand that the matter has been fully investigated, that the matter is now concluded, and neither will be disadvantaged within the Company.

## 6. **Complaint substantiated**

Where the committee arrives at the conclusion that the allegation against the respondent has been proved, it recommends to the employer to take necessary action for sexual harassment as misconduct, in accordance with the applicable service rules and policies, and this may include:

- i. Counselling
- ii. Censure or reprimand
- iii. Apology to be tendered by respondent
- iv. Written warning
- v. Withholding promotion and/or increments

- vi. Suspension
- vii. Termination
- viii. Or any other action that the employer may deem fit.

The Company is required to act upon the recommendations within 60 days and confirm to the committee. Post implementation of the actions, follow up with the complainant should also occur to ascertain whether the behaviour has in fact stopped, the solution is working satisfactorily and if no victimization of either party is occurring.

#### 7. **Penal Consequences of Sexual Harassment**

In case the Committee finds the degree of offence coverable under the Indian Penal Code, then this fact shall be mentioned in its report and appropriate action shall be initiated by the employer, for making a Police Complaint. Under the Indian Penal Code, (IPC), the newly introduced Section (S. 354A) which deals with Sexual Harassment has made this a 'cognizable offense' i.e. a person charged with Sexual Harassment may be arrested without a warrant.

#### 8. **Malicious Allegations**

Where the committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved individual or any other person making the complaint has made the complaint knowing it to be false or the aggrieved individual or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer to take action against the individual or the person making the complaint.

While deciding malicious intent, the committee should consider that mere inability to substantiate a complaint need not mean malicious intent. Malicious intent must be clearly established through a separate inquiry.

#### 9. **Confidentiality**

The identity of the complainant, respondent, witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the committee, action taken by the employer is considered as confidential materials, and not published or made known to public or media.

Any person contravening the confidentiality clauses is subject to disciplinary action as prescribed in the act.

#### 10. **Appeal**

Any party not satisfied or further aggrieved by the implementation or non-implementation of recommendations made, may appeal to the Court / Tribunal, being the appellate authority in accordance with the Act, within 90 days of the recommendations being communicated.

#### 11. **Awareness**

Awareness sessions are to be organized to:

- Formulate and widely disseminate an internal policy or charter or resolution or declaration for prohibition, prevention and redressal of sexual harassment at the workplace intended to promote gender sensitive safe spaces and remove underlying factors that contribute towards a hostile work environment against individual.
- Carry out orientation programs and seminars for the Members of the IC.
- Conduct capacity building and skill building programs for the Members of the IC.
- Declare the names and contact details of all the Members of the IC.
- Use modules developed by the State Governments to conduct workshops and awareness programs for sensitizing the employees with the provisions of the Act.

## 12. Legal Compliance

The IC shall in each calendar year prepare, in such format as may be prescribed, an annual report and submit the same to the employer and the District Officer (as defined in the Act). The report shall have the following details:

- Number of complaints of Sexual harassment received in the year
- Number of complaints disposed of during the year
- Number of cases pending for more than 90 days
- Number of workshops or awareness program against Sexual Harassment carried out
- Nature of action taken by the employer or District Officer
- Number of workshops by employer or District Officer

## 6. Guidelines

- The contents of the complaint made, the identity and addresses of the Complainant, Respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the ICC and the action taken on the Respondent shall not be published, communicated or made known to the public, press and media in any manner. If the same is violated, the Company shall recover a sum of Rupees five thousand as penalty from such person or take action as per the provisions of the service rules.
- However, information may be disseminated regarding the justice secured to any victim without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the Complainant and witnesses.
- The Presiding Officer or any member of the ICC shall render all reasonable assistance to the Complainant for making the complaint in writing.
- The ICC may consider various factors as required under the law for the purpose of determining the sums to be paid to the Aggrieved Individual,

- In case a witness has given false evidence or produced any forged or misleading document during the inquiry, action may be taken against the said witness in accordance with the provisions of the service rules applicable.
- The ICC shall ensure that the principles of natural justice are adhered to in relation to the conduct of hearings upon a Complaint and both the Complainant and the Respondent are provided with a fair opportunity to make their submissions.
- The contents of the report of ICC shall be kept confidential by ICC and the Company.
- Any refusal by any Employee of the Company to attend any hearing before the ICC when summoned or to provide to the ICC, any documents and / or information within his / her power or possession shall constitute a misconduct under the Company's service rules, rendering such Employee for adverse action by the Company.

### **Non-Retaliation**

The Company will not accept, support or tolerate retaliation in any form against any employee who, acting in good faith, reports suspected misconduct, asks questions or raises concerns. Any person who engages in such retaliation directly or indirectly, or encourages others to do so, may be subject to appropriate disciplinary action.

- Retaliation will be treated as a major misconduct.
- Retaliation against those reporting sexual harassment is prohibited by this policy.
- Retaliation means and includes any hurtful employment action against an individual/s.
- Anyone suspecting or experiencing retaliation should report to the appropriate authorities.
- Anyone feeling that a retaliation complaint did not get a prompt response can contact Group Chief Ethics Officer directly.

*Retaliation cases are treated as seriously as an alleged case of sexual harassment even if the original harassment.*

### **7. Policy Review and Amendment**

The Board may amend this Policy from time to time in line with applicable amendments or as deemed necessary.

## ANNEXURE A

### A. Constitution of Internal Complaints Committee (IC):

Chairperson	Ms. Jyotsna Kapoor
External Member	Ms. Meghna Chawla
Member	Ms. Kiran Garg
Member	Mr. Rahul Mehandiratta
Member	Mr. Rishu Madan
Member	Ms. Konica Yaadav
Member	Mr. Girish Saluja

### B. The following representatives co-opted into the IC to cover the various locations of Amber :

Company Name	Locations	Address	Names of co-opted representatives
<b>Amber Enterprises India Limited</b>	Corporate Office	Universal Trade Tower, 1 <sup>st</sup> and 4 <sup>th</sup> Floor, Sector – 49, Sohna Road, Gurgaon – 122 018	Mr. Anurag Chowdhary
	Rajpura Unit	C-1, Phase-II, Focal Point, Rajpura, Punjab	Mr. Harsimran Pal Singh
	Dehradun Unit IV	D-36, 37 and 38, Industrial Area, Selaqui, Dehradun, Uttarakhand	Mr. Jitender Thareja
	Dehradun Unit V	H-23, Industrial Estate, Selaqui, Dehradun, Uttarakhand	Mr. Jitender Thareja
	Dehradun Unit VI	A-1/1 and A-1/1A, Industrial Area, Selaqui, Dehradun, Uttarakhand	Mr. Jitender Thareja
	Pune Unit I	Plot No. D-93, Ranjangaon Industrial Area, Ranjangaon, Pune, Maharashtra	Mr. Pawan Gupta
	Jhajjar Unit I	15 KM Mile Stone, Village Dadri TOE, Jhajjar, Haryana	Mr. Vinit Chaudhary
	Jhajjar Unit II	Plot No. P 14, Street No. 1, Sector 3, Model Economic Township, Toe and Bid Dadri, Jhajjar, Haryana	Mr. Vinit Chaudhary
	Chennai Unit	Survey No. 561/3B, 561/4, 561/5, 584/1A1, 581/2A, 582/2A, 582/2B, 583/1, 584/1B1, Singadivakkam Village, Kancheepuram District, Tamil Nadu – 631 561	Mr. Deep Mathpal
	Sricity Unit - 1	Survey No. 395, 397, 398, 399, 400, 431 & 432, Plot No. 185, EMC 3rd Cross, Sri City, Chervi (V), Satyavedu (M), Chittoor District, Andhra Pradesh - 517 646	Mr. Rajesh Dhiman
	Rudrapur Unit	Khasra no. 623 & 624, Shimla Pistour Malsa, Kichha Road, Rudrapur, Udham Singh Nagar, Uttarakhand, 263153	Mr. Jitender Thareja
	Shahjahanpur Unit	Plot no. F109 & 110, Shahjahanpur Industrial Area Shahjahanpur, Distt. Alwar	Mr. Abhishek Chaudhary
	Pant Nagar Unit	Plot no. 44, Sector-6 IIE SIDCUL Pantnagar, Rudrapur (Uttarakhand)	Mr. Harpreet Singh
	Supa Unit	Plot No. A-3/4, Supa-Parner Industrial Park, Waghunde Bk, Supa MIDC, Taluka- Parner, Ahmednagar, Maharashtra, 414301.	Mr. Gopal Sharma

	Kasna Robotics Unit	Plot No. D-13, Site-4, Industrial Area, Upside, Greater Noida, Gautam Buddha Nagar, 201306, District :- Gautam Buddh Nagar	Mr. Ashutosh Srivastava
	Ecotech 1, Extension 1,	Plot No 77, Sector Ecotech 1, Extension 1, Greater Noida , Gautam Buddha Nagar, UP-201310	Mr. Abhishek Chaudhary
	Uttar Pradesh - Sector 90	Plot No. 17, Sector 90, Noida	Mr. Lokesh Ghalot

C. Additionally, ICs have been constituted for the Company's subsidiaries and joint ventures. The ICs of these entities shall comprise the same members as the Central Committee, along with nominated employees from each respective Company (*Following representatives co-opted into the IC for the Company's subsidiaries and joint ventures*) :

Company Name	Factory Name	Address	Names of co-opted representatives
<b>PICL (India) Private Limited</b>	PICL IMT Unit (Registered Office as well)	Industrial Model Township, Plot No. 619 Sector 69, IMT, Faridabad - 121009	Mr. Pradeep Singh
<b>Sidwal Refrigeration Industries Private Limited</b>	Sidwal Faridabad Unit 1 (Registered Office as well)	Plot No. 23, Sector 6, Faridabad, Haryana	Mr. Naveen Prasad
	Sidwal Faridabad Unit 2	Plot No. 925, Sector 68, IMT Faridabad, Haryana	Mr. Naveen Prasad
<b>IL JIN Electronics (India) Private Limited</b>	UP Unit	Plot No. 27 and 28, Udyog Kendra, Ecotech - III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh	Mr. Avneet Singh
	Chennai Unit	CCI Logistics & Industrial Park – Pollivakkam SH-57, Village #104, Pollivakkam Chathiram, Survey no-850/1, 849, & 848 Sriperumbudur High Road, Thiruvallur – 602002	Mr. Mukesh Chaudhary
	IL JIN / Stelltek B-24 Unit	B-24, Janpath Marg, Sector 85, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201305	Mr. Atul Paliwal
	Pune Unit (Registered Office as well)	Gate No. 161/2, Pimple Jagtap Road, Bhima Koregaon, Tal. Shirur, Pune, Maharashtra, India, 412216	Mr. Vinay Namboori
<b>Pravartaka Tooling Services Private Limited</b>	Greater Noida unit 1	113, 114, Toy City, Ecotech III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh-201306	Mr. Amit Chadha
	Greater Noida Unit 2	Plot No. 14, Ecotech II, Greater Noida, Gautam Buddha Nagar, (Uttar Pradesh) 201306	Mr. Amit Chadha
	Noida Unit	D - 89, Phase 2 Extension, Noida, Gautam Buddha Nagar, Uttar Pradesh	Mr. Naresh Thakur
	Manesar Unit-1	Plot No 93, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052	Mr. Amit Chadha
	Manesar Unit-2	Plot No 159, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052	Mr. Amit Chadha
	Chennai Unit	Survey No. 342, 344 Pondur Village, Sriperumbudur Taluk, Kanchipuram Dist, Tamil Nadu	Ms. Anuradha Narayana Murthi
	Registered Office Address	2nd Floor, Khasra No. 367, Village Ghitorni, Delhi 110030 India	Mr. Amit Chadha

<b>Ascent Circuits Private Limited</b>	Ascent Hosur Unit	Plot No.111 and Plot 99, SIPCOT Industrial Complex Phase – 1, Hosur – 635126, Tamil Nadu	Mr. M.C. Thomas
	Corporate Office (Bangalore Office Address)	GoodWorks Infinity Park, 2 <sup>nd</sup> main Rd, near 21, Electronic City, Phase I, Bengaluru, Karnataka 560100	Mr. Thamarai Kannan
	Registered Address	B-13, I.T.I. Industrial Estate mahadevpur, Bangalore, Karnataka, India, 560048	Mr. T.V. Srikanth
<b>Power-One Micro Systems Private Limited</b>	Power-One – Bangalore Unit	5th Cross GF 3 F 12 KSSIDC Building Peenya Industrial Area Bangalore Karnataka 560058	Mr. Gopal Kulkarni
	Power One - Bangalore Office and other offices	GF 3 & 12, KSSIDC Building, 5 <sup>th</sup> Cross, 1st Stage, Peenya Industrial Area, Bangalore, Karnataka, 560058	Mr. Gopal Kulkarni
<b>Shogini Technoarts Pvt Ltd</b>	Pune Plant (Registered Office as well)	Khed Shivapur, Gat No 788, Tal Haveli, Pune, Maharashtra, 412205	Mr. Rajan Kamlakar Gohad
	Corporate Office	S. No. 5 (P), Hissa No. 2/4/2, Shogini Building, Katraj – Dehuroad By-Pass, Near Sinhagad Road Fly Over, Ambegaon Budruk, Taluka Haveli, Pune 411046.	Mr. Sameer Chaphekar

### ANNEXURE B

The details relating to the **Nodal Officer(s) appointed for Amber and its subsidiaries and/or joint ventures** are as follows :

**Amber :**

Company Name	Locations	Address	Names of Nodal Officers
<b>Amber Enterprises India Limited</b>	Corporate Office	Universal Trade Tower, 1 <sup>st</sup> and 4 <sup>th</sup> Floor, Sector – 49, Sohna Road, Gurgaon – 122 018	Mr. Anurag Chowdhary
	Rajpura Unit	C-1, Phase-II, Focal Point, Rajpura, Punjab	Mr. Vinay Yadav
	Dehradun Unit IV	D-36, 37 and 38, Industrial Area, Selaqui, Dehradun, Uttarakhand	Mr. Sudheer Sharma
	Dehradun Unit V	H-23, Industrial Estate, Selaqui, Dehradun, Uttarakhand	Mr. Sudheer Sharma
	Dehradun Unit VI	A-1/1 and A-1/1A, Industrial Area, Selaqui, Dehradun, Uttarakhand	Mr. Sudheer Sharma
	Pune Unit	Plot No. D-93, Ranjangaon Industrial Area, Ranjangaon, Pune, Maharashtra	Mr. Abhijeet Pawar
	Jhajjar Unit I	15 KM Mile Stone, Village Dadri TOE, Jhajjar, Haryana	Mr. Vinay Yadav
	Jhajjar Unit II	Plot No. P 14, Street No. 1, Sector 3, Model Economic Township, Toe and Bid Dadri, Jhajjar, Haryana	Mr. Vinay Yadav
Chennai Unit	Survey No. 561/3B, 561/4, 561/5, 584/1A1, 581/2A, 582/2A, 582/2B, 583/1, 584/1B1, Singadivakkam Village, Kancheepuram District, Tamil Nadu – 631 561	Mr. Senthil Kumar	

	Sricity Unit - 1	Survey No. 395, 397, 398, 399, 400, 431 & 432, Plot No. 185, EMC 3rd Cross, Sri City, Chervi (V), Satyavedu (M), Chittoor District, Andhra Pradesh - 517 646	Mr. Prabhu Chander
	Rudrapur Unit	Khasra no. 623 & 624, Shimla Pistour Malsa, Kichha Road, Rudrapur, Udham Singh Nagar, Uttarakhand, 263153	Mr. Sudheer Sharma
	Shahjahanpur Unit	Plot no. F109 & 110, Shahjahanpur Industrial Area Shahjahanpur, Distt. Alwar	Mr. Atender Piush
	Pant Nagar Unit	Plot no. 44, Sector-6 IIE SIDCUL Pantnagar, Rudrapur (Uttarakhand)	Mr. Sudheer Sharma
	Supa Unit	Plot No. A-3/4, Supa-Parner Industrial Park, Waghunde Bk, Supa MIDC, Taluka- Parner, Ahmednagar, Maharashtra, 414301.	Mr. Abhijeet Pawar
	Kasna Robotics Unit	Plot No. D-13, Site-4, Industrial Area, Upsidc, Greater Noida, Gautam Buddha Nagar, 201306, District :- Gautam Buddh Nagar	Mr. Atender Piush
	Ecotech 1, Extension 1,	Plot No 77, Sector Ecotech 1, Extension 1, Greater Noida , Gautam Buddha Nagar, UP-201310	Mr. Atender Piush
	Uttar Pradesh - Sector 90	Plot No. 17, Sector 90, Noida	Mr. Atender Piush

#### **Subsidiaries/Joint Ventures :**

<b>Company Name</b>	<b>Factory Name</b>	<b>Address</b>	<b>Names of Nodal Officers</b>
<b>PICL (India) Private Limited</b>	PICL IMT Unit (Registered Office as well)	Industrial Model Township, Plot No. 619 Sector 69, IMT, Faridabad - 121009	Mr. Vinay Yadav
<b>Sidwal Refrigeration Industries Private Limited</b>	Sidwal Faridabad Unit 1 (Registered Office as well)	Plot No. 23, Sector 6, Faridabad, Haryana	Mr. Vinay Yadav
	Sidwal Faridabad Unit 2	Plot No. 925, Sector 68, IMT Faridabad, Haryana	Mr. Vinay Yadav
<b>IL JIN Electronics (India) Private Limited</b>	UP Unit	Plot No. 27 and 28, Udyog Kendra, Ecotech - III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh	Mr. Atender Piush
	Chennai Unit	CCI Logistics & Industrial Park – Pollivakkam SH-57, Village #104, Pollivakkam Chathiram, Survey no-850/1, 849, & 848 Sriperumbudur High Road, Thiruvallur – 602002	
	IL JIN / Stelltek B-24 Unit	B-24, Janpath Marg, Sector 85, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201305	
	Pune Unit (Registered Office as well)	Gate No. 161/2, Pimple Jagtap Road, Bhima Koregaon, Tal. Shirur, Pune, Maharashtra, India, 412216	
<b>Pravartaka Tooling Services</b>	Greater Noida unit 1	113, 114, Toy City, Ecotech III, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh-201306	Mr. Gaurav Srivistava
	Greater Noida Unit 2	Plot No. 14, Ecotech II, Greater Noida, Gautam Buddha Nagar, (Uttar Pradesh) 201306	

<b>Private Limited</b>	Noida Unit	D - 89, Phase 2 Extension, Noida, Gautam Buddha Nagar, Uttar Pradesh	
	Manesar Unit-1	Plot No 93, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052	
	Manesar Unit-2	Plot No 159, Sector-IV, IMT, Manesar, Gurugram (Haryana) 122052	
	Chennai Unit	Survey No. 342, 344 Pondur Village, Sriperumbudur Taluk, Kanchipuram Dist, Tamil Nadu	
	Registered Office Address	2nd Floor, Khasra No. 367, Village Ghitorni, Delhi 110030 India	
<b>Ascent Circuits Private Limited</b>	Ascent Hosur Unit	Plot No.111 and Plot 99, SIPCOT Industrial Complex Phase – 1, Hosur – 635126, Tamil Nadu	Ms. Ramya
	Corporate Office (Bangalore Office Address)	GoodWorks Infinity Park, 2 <sup>nd</sup> main Rd, near 21, Electronic City, Phase I, Bengaluru, Karnataka 560100	
	Registered Address	B-13, I.T.I. Industrial Estatemahadevpur, Bangalore, Karnataka, India, 560048	
<b>Power-One Micro Systems Private Limited</b>	Bangalore Unit (Registered Office as well)	NO.471, D-2, 4th PHASE, Near Brindavan Bus Stop, Peenya Industrial Area, Bengaluru, Urban, Karnataka, 560058	Mr. Janardhan
	Bangalore Office	5th Cross GF 3 F 12 KSSIDC Building Peenya Industrial Area Bangalore Karnataka 560058	
	Ahmedabad Office	Vishwas City 2, Shop No C 44, Ghatlodiya, Chanakya Puri Road Ghatlodiya, Ahmedabad, Gujarat, 380061	Mr. Janardhan
	Bhopal Office	D-122, 547, New Minal Residency, J K Road, New Minal Residency, Bhopal, Madhya Pradesh - 462023	Mr. Janardhan
	Chennai Office	Near ASTC Depot, No.86-19, Balaji Complex, POWERONE MICRO SYSTEMS PVT LTD, Old Bangalore Road, Hosur, Krishnagiri District, Krishnagiri, Tamil Nadu, 635109	Mr. Janardhan
	Chennai Office	First Floor , Door No.1, Flat D , Plot No.922, Sri Anant, 11th Sector , 66 <sup>th</sup> , Street, Kk Nagar, Chennai, Tamil Nadu, 600078	Mr. Janardhan
	Kochi Office	No. 52/2898, 52/2898A, VRWA-49, Power One Micro Systems Pvt Ltd, Maplachery Road, State Bank of India, Vyttila, Kooduthotty, Kochi, Ernakulam, Kerala, 682019	Mr. Janardhan
	Delhi Office	Second Floor, H. No. F-128, Jhandu Mansion, Mohammadpur, New Delhi, 110066	Mr. Janardhan
	Hyderabad Office	Flat No. 102, H. NO.6-3-347/9, Flat No. 102, Riviera Apartment, Dwarakapuri Colony Panjagutta, Hyderabad, Telangana, 500082	Mr. Janardhan
	Kolkata Office	9th, Unit-908, Adventz Infinity 5, PLOT-5, Blockbn, SEC.-V, Salt Lake City, North Twenty-Four Parganas, West Bengal, 700091	Mr. Janardhan

	Kolkata Office	Ground Floor, Block Al 43, Sec.-Ii, Bidhan Nagar, Bidhan Nagar, North Twenty Four Parganas, West Bengal, 700091	Mr. Janardhan
	Patna Office	K - 111, P C Colony, PC Colony Hanuman Nagar Kankarbagh, Patna, Patna, Bihar, 800020	Mr. Janardhan
	Pune Office	Ground floor , Village Kothrud , Tehsil Haveli, 13A Survey Number 19/1 and MILKAT NUMBER- o 404 01092001, Vaastu Plot No.13A, Pune, Maharashtra, 411038	Mr. Janardhan
	Pune Office	Ground floor, NO.31/2A/1/1/2, Namdev Bhag, Pune Solapur Road, Swaraj Shree Tractors, Loni Kalbhor Toll Plaza, Manjari, Pune, Pune, Maharashtra, 412307	Mr. Janardhan
	Rajasthan Office	AD 5C, Devi Marg, Rajasthan Cab, Bani Park, Kabir Marg, Jaipur, Rajasthan 302016	Mr. Janardhan
	Vijayawada Office	Ground Floor, H No 13-69, 4th Line, Vara Lakshmi Puram, Vijayawada, District: Krishna, Andhra Pradesh 520007	Mr. Janardhan
	Andhra Pradesh Office	Flat No 805 Block 1, MVV GREEN FIELD, Endada Rushikonda Road, Yendada, Rushikonda APIIC, Visakhapatnam, Andhra Pradesh, 530045	Mr. Janardhan
<b>Shogini Technoarts Pvt Ltd</b>	Pune Plant (Registered Office as well)	Khed Shivapur, Gat No 788, Tal Haveli, Pune, Pune, Maharashtra, 412205	Mr. Vinay Padke
	Corporate Office	S. No. 5 (P), Hissa No. 2/4/2, Shogini Building, Katraj – Dehuroad By-Pass, Near Sinhagad Road Fly Over, Ambegaon Budruk, Taluka Haveli, Pune 411046.	Mr. Vinay Padke