



30th June, 2015

Prevention of Sexual Harassment (POSH) at Workplace- Policy

Tayo Rolls limited is committed to providing a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

Tayo Rolls Limited shall provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment, and all forms of intimidation or exploitation. The Company believes that all stakeholders, irrespective of their gender, have the right to be treated with dignity.

In continuation with our endeavor towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have put together this Policy called Prevention of Sexual Harassment at workplace. This is governed by the POSH Committee.

In accordance with this Policy, detailed guidelines have been formed to address the issue of sexual harassment at work place. All employees (permanent, temporary, contract), as well as trainees, visitors to our office premises or service providers, are covered under this Policy. For communication, please email to speakup@tayo.co.in.

(K. Shankar Marar)
Managing Director

TAYO ROLLS LIMITED

Regd. Office : Annex-2, General Office, Tata Steel Limited, Jamshedpur-831 001, Jharkhand, INDIA
Corporate & Works Office : Large Scale Industrial Estate, Gamharia-832 108, Jharkhand, INDIA
Office Phone : 91-657-6627103/140/141/142, Marketing Phone : 91-657-6627117/127, E-mail : tayoregd@tayo.co.in
Fax : 91-657-6627143/200. website : www.tayo.co.in, Corporate Identity Number : L27105JH1968PLC000818

A TATA Enterprise