



SEXUAL HARASSMENT POLICY

FIL will not tolerate any form of sexual harassment. It is the Company's policy to provide all employees with a work environment free from unwelcome sexual overtures. Managers and supervisors must be alert to possible violations of this policy and foster an environment in which such conduct is not tolerated.

To prevent sexual harassment at the workplace, the company has constituted a centralized "Internal Complaints Committee" at its Corporate Office to look after the complaints related to sexual harassment. This Committee organizes workshops and awareness programmes at regular intervals for all its employees. Detailed constitution of this Committee is provided to each employee at the time of joining.

Any questions or complaints concerning issues of sexual harassment should be directed either to the employee's supervisor, the Legal Department, Human Resources, or any of the members of the Internal Complaints Committee.

This policy extends to all employees of the FIL Group including permanent management and workmen, temporaries, trainees and employees on contract at their workplace or client sites, individuals coming to the workplace for employment or for any other purpose whatsoever including but not limited to visitors, vendors, contractual resources, secondees and applies to any alleged act of sexual harassment against persons at workplace, whether the incident has occurred during or beyond office hours.
