

HINDUSTAN CABLES LIMITED
REGISTERED & CORPORATE OFFICE
1/315, GARIAHAT ROAD (JODHPUR PARK), KOLKATA : 700 068.

CORP/PERS/51/2018

November 20, 2018

All employees are hereby intimated that to prevent sexual harassment of the women at workplace, an Internal Complaint Committee (ICC) has been reconstituted u/s 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by co-opting the following members as per direction given by Board of Directors of the Company in its 347th meeting held on 01.11.2018 :-

Sl.No.	Name	Remarks
1	Smt. Sonu Jain, Chairperson, The Institute of Chartered Accountants of India, Kolkata.	Chairperson of ICC of HCL
2	Shri Deepak Dixit, Unit Head (DD), HCL, Allahabad	Member of ICC of HCL
3	Shri M.S. Surya Narayana, Unit Head (MSS), HCL, Hyderabad	Member of ICC of HCL
4	Reoesentative on behalf of Socio-Legal Aid Research & Training Centre (SLARTC), Kolkata, NGO.	Member of ICC of HCL
5	Smt. Sunanda Samanta, Ex-teacher of HCL Girls' High School, Rupnarainpur.	Member of ICC of HCL

The above Committee is authorised to investigate, examine the evidence / witness and submit inquiry report on the complaint of sexual harassment received from the aggrieved women under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules thereunder. Further, the Committee should conduct its inquiry in an impartial manner following the principles of natural justice.

This is issued with the approval of Board of Directors of the company.

Tirthankar Roy
(Tirthankar Roy)
Consultant (TR)

To
Smt. Sonu Jain, Chairperson of ICC
Shri Deepak Dixit, Member of ICC
Shri M.S. Surya Narayana, Member of ICC
Socio-Legal Aid Research & Training Centre (SLARTC), Kolkata, NGO
Smt. Sunanda Samanta, Member of ICC

CC : UH (SKC), Rupnarainpur
UH (MSS), Hyderabad
UH (DD), Allahabad

Adviser (HoC), Kolkata