



Date: April 28, 2025

Ref.: MKCL: CMP: IC.1: 2024-25

NOTICE

On December 09, 2013, 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' came into effect. This act is designed to provide protection against sexual harassment of women at the workplace and to address the prevention and redressal of complaints related to sexual harassment, along with matters connected therewith or incidental thereto. Additionally, effective from April 01, 2018, the Board of Maharashtra Knowledge Corporation Ltd. (MKCL) approved the 'Anti-Sexual Harassment Policy,' which has been amended from time to time. As outlined in this policy, sexual harassment encompasses any conduct that may cause harm to or be caused by either gender.

Pursuant to the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("the Act"), and the 'Anti-Sexual Harassment Policy' of the Company, the '**Internal Committee**' is constituted as below for **all offices of the Company** to provide protection against sexual harassment of employees at the workplace, addressing complaints of sexual harassment, and handling matters connected therewith or incidental thereto, **w.e.f. January 01, 2025**.

Sr. No.	Name of Member	Designation and email id	Term of office	Members
1	Ms. Deepti Vyas	Sr. Solution Architect deeptivy@mkcl.org	September 01, 2023 to August 31, 2026	Presiding Officer
2	Ms. Payal Gupta	Team Lead payalg@mkcl.org	April 01, 2024 to August 31, 2026	Member
3	Ms. Rhini Dounde	HR Officer rhinid@mkcl.org	January 01, 2025 to December 31, 2027	Member
4	Mr. Yogesh Thorwe	General Manager yogesht@mkcl.org	September 01, 2023 to August 31, 2026	Member
5	Mr. Anand Kulkarni	Engineering Manager anandku@mkcl.org	April 01, 2024 to August 31, 2026	Member
6	Mr. Sachin Nirgudkar	Sr. Deputy Company Secretary sachinn@mkcl.org	September 01, 2023 to August 31, 2026	Member
7	Adv. (Ms.) Suneeti Govitrikar	Advocate (Familiar to issues relating to sexual harassment) gavitrikar.suneeti@gmail.com	September 01, 2023 to August 31, 2026	Member

The committee can be contacted by email to icc@mkcl.org. The 'Anti-Sexual Harassment Policy' specifying the norms, scope, preventive actions, complaint mechanism, procedures, disciplinary actions, etc. is available on Company's website www.mkcl.org and on the employee portal <http://g10.mkcl.org>.

For Maharashtra Knowledge Corporation Ltd.

Sameer Pande
Managing Director