

WORKPLACE HARASSMENT POLICY

Royal Multisport Private Limited (hereinafter referred to as the company) is committed to providing a work environment that is free from all forms of harassment, discrimination, and conduct that can be considered harassing, discriminatory, coercive, or disruptive. The company condemns and prohibits harassment of an individual on the basis of gender, race, colour, ethnicity, national origin, ancestry, age, religion, physical or mental disability, sexual orientation, pregnancy, veteran status, citizenship, or any other characteristic protected by law.

Internal Committee:

An internal committee was formed in accordance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Objective of Internal Committee:

- To provide protection against sexual and other forms of harassment at the workplace
- To create a mechanism for redressal of complaints
- To provide safeguards against false or malicious charges
- To provide a secure working environment for employees

Current Composition of Internal Committee:

1. Presiding Officer – Mrs. Ruchika Sawhney (ruchika.sawhney@rajasthanroyals.com)
2. External Member - Mrs. Sneha Khandekar (snehakhandekar@hotmail.com)
3. Member – Mrs. Khyati Shah Ghosh (khyati.shah@rajasthanroyals.com)
4. Member – Ms. Sonakshi Singh (Sonakshi.singh@rajasthanroyals.com)
5. Member – Mr. Swaraj Bhat (Swaraj.bhat@rajasthanroyals.com)

Definitions and Interpretations:

"Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

"Employee" means a person employed at a workplace on a 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 include a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

The "workplace" includes, but is not limited to:

- All offices or premises where the Company's business is conducted
- All company-related activities performed at any other site away from the Company's premises
- Any social, business, or other events organized by the company
- Any situation arising during the course of employment including virtual workplaces

"Sexual Harassment" includes, but is not limited to:

- Verbal harassment such as comments that are offensive or unwelcome regarding a person's nationality, origin, race, colour, religion, gender, sexual orientation, age, body, disability or appearance, including epithets, slurs and negative stereotyping
- Non-verbal harassment such as distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, colour, religion, age, gender, sexual orientation, pregnancy, appearance,

disability, and sexual identity, marital or other protected status

"Sexual Harassment" can be of two types:

- "Quid pro quo" harassment, where submission to harassment is used as the basis for employment decisions. Employee benefits such as raises, promotions and better working hours are directly linked to compliance with sexual advances. Therefore, only someone in a supervisory capacity (with the authority to grant such benefits) can engage in quid pro quo harassment. Examples: A supervisor promising an employee a raise if she goes on a date with him; a manager telling an employee she will fire him if he does not have sex with her
- "Hostile work environment," where the harassment creates an offensive and unpleasant working environment. A hostile work environment can be created by anyone in the work environment, whether it is supervisors, other employees or customers. Hostile environment harassment consists of verbiage of a sexual nature, unwelcome sexual materials or even unwelcome physical contact as a regular part of the work environment. Texts, e-mails, cartoons or posters of a sexual nature; vulgar or lewd comments or jokes; or unwanted touching or fondling all fall into this category

Sexual harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature:

- Is made explicitly or implicitly a term or condition of employment
- Is used as a basis for an employment decision
- Unreasonably interferes with an employee's work performance or creates an intimidating, hostile or otherwise offensive environment

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favour (this includes repeated, unwelcome requests for dates)
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters and notes, facsimiles, e-mail, photos, text messages, tweets and Internet postings; conduct occurring on virtual platforms including video calls, messaging applications, online collaboration tools, and social media, whether during or outside working hours if connected to employment; or other form of communication that is sexual in nature and offensive
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing and fondling and forced sexual intercourse or assault

Filing a complaint:

An employee or applicant who experiences, witnesses, or is aware of an incident of possible sexual or other improper harassment, should report it within a period of 3 months from the date of the incident, to the Internal Committee via email to internalcommittee@rajasthanroyals.com. One can also raise a complaint on SHeBox*. To raise a sexual harassment complaint on SHe-Box, access the official SHe-Box Portal and click "Register Your Complaint". Fill out the electronic form with your employment details, the respondent's information, and a specific description of the incident, then submit.

**SHe-Box (Sexual Harassment electronic Box) is a centralized digital portal launched by the Government of India's Ministry of Women and Child Development. It serves as a unified platform for women to register and track*

complaints regarding sexual harassment at the workplace, whether they work in the public, private, organized, or unorganized sectors.

What should the complaint contain?

The written complaint should contain a description of each incident(s). It should include relevant dates, timings and locations; name of the respondent(s); and the working relationship between the parties.

A person designated to manage the workplace sexual harassment complaint is required to provide assistance in writing of the complaint if the complainant seeks it for any reason.

Rights of the Complainant?

- An empathetic attitude from the Internal Committee so that he/she can state his/her grievance in a fearless environment
- A copy of the statement along with all the evidence and a list of witnesses submitted by the respondent
- Keeping the identity confidential throughout the process
- Support in lodging FIR in case the complainant chooses to lodge criminal proceedings
- In case of fear of intimidation from the respondent, the statement of the complainant can be recorded in absence of the respondent
- Right to appeal as per POSH Act, in case not satisfied with the recommendations/findings of the Internal Committee

Rights of the Respondent?

- A patient hearing to present his/her case in a non-biased manner
- A copy of the statement along with all the evidence and a list of witnesses with their consent submitted by the complainant
- Right to appeal as per POSH Act in case not satisfied with the recommendations/findings of the Complaints

Inquiry of the complaint:

On learning of possible sexual or other improper harassment, the Internal Committee (IC) shall meet and thoroughly inquire the allegations.

If the investigation determines that improper conduct has occurred in violation of this policy, the company will take immediate and appropriate corrective action, as per the Act, to end the conduct and prevent future improper conduct, and will take any other appropriate remedial measures. This may include suspension of any employee found to have engaged in improper conduct, up to and including termination of employment.

If the investigation determines that the complaint is false or malicious, appropriate action will be taken against the complainant as per the Act.

To the extent possible, the allegations, the investigation, and the results of the investigation will be kept confidential. Therefore, disclosure of facts and information will be limited to those whose participation is necessary to thoroughly investigate the allegations and implement the appropriate corrective action. Any information that possible sexual or other improper harassment has occurred will be investigated and remedied, despite an employee or applicant's request to the company for not doing it.

Also, in relation to the specific protection of women in the workplace, provisions of POSH Act 2013 shall be adhered to.