



## Zero Tolerance towards Sexual Harassment



**Respect for others** is one of the fundamental Principles of Conduct for all the employees of the Saint-Gobain Group.

Sexual harassment is considered the meanest form of disrespect to people. It infringes the fundamental right of an individual to live and to work with dignity. It is a violation of the Group's Policy and is also illegal under **the laws of the land.**



Saint-Gobain's policy aims to prohibit sexual harassment of any kind and from any person, be it a **supervisor, co-worker, manager, supplier, customer or business associate.**

Any employee found to have engaged in sexual harassment, after an **impartial investigation**, will receive prompt disciplinary action, up to and including dismissal.



The **Complaint Redressal Committee** shall investigate and redress the complaints on sexual harassment. An aggrieved employee is encouraged to lodge a complaint promptly with the **Committee** or the **HR Business Partner.**

If a colleague **shares with you in confidence**, any such occurrence/incidence, you should encourage the aggrieved colleague to register/lodge an official complaint. You can also on behalf of this aggrieved colleague register/lodge a complaint after taking the colleague into confidence and obtaining his/her consent.



Any employee who, in good faith, makes a complaint of sexual harassment or, in good faith, deposes in such matter shall be **protected** from any retaliatory action, intimidation, coercion or any other form of adverse action.

Each of us has a right to work in an environment of dignity and respect. It is our **collective responsibility** to preserve this environment.



## Complaint Redressal Committee

|                            |                 |   |                |
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