

# SPEAK UP

## WE ARE LISTENING



At Piramal Finance Limited, we have a **Zero Tolerance policy** towards sexual harassment, whether physical or verbal. To aid our pursuit of creating a workplace where you can be your best self, we have created **Internal Committees (IC)**. The IC Members will address any complaints of sexual harassment.

These ICs are comprised of qualified individuals who are dedicated to the cause of Prevention of Sexual Harassment (POSH) and will ensure all complaints are investigated with the utmost confidentiality and due diligence.

Our POSH Policy is gender neutral.

Committee Role	Central IC	Zonal ICs			
		West	East	South	North
Presiding Officer	<b>Sheetal Pawar</b> sheetal.pawar@piramal.com	<b>Hetal Parihar</b> hetal.parihar2@piramal.com	<b>Anju Mohanty</b> anju.mohanty@piramal.com	<b>Swetha Popat</b> swetha.popat@piramal.com	<b>Monika Sharma</b> monika.sharma2@piramal.com
IC Member & Nodal Officer	<b>Pradnya Nirbhawane</b> pradnya.nirbhawane2@piramal.com	<b>Avinash Chandran</b> avinash.chandran@piramal.com	<b>Anupama Calla</b> anupama.calla@piramal.com	<b>Harsha Hegde</b> harsha.hegde@piramal.com	
IC Member	<b>Arunima Chatterjee</b> arunima.chatterjee@piramal.com	<b>Ankita Jadhav</b> ankita.jadhav@piramal.com	<b>Kamesh Chaudhary</b> kamesh.chaudhary@piramal.com	<b>Anbuselvan D</b> anbuselvan.d@piramal.com	<b>Bhanu Dua</b> bhanu.dua@piramal.com
IC Member	<b>Digesh Davda</b> digesh.davda@piramal.com	<b>Puja Sharma</b> puja.sharma2@piramal.com	<b>Saurabh Agarwala</b> saurabh.agarwala@piramal.com	<b>Rajani Prasannakumar</b> rajani.prasannakumar@piramal.com	<b>Deepak Karnatak</b> deepak.karnatak@piramal.com
IC Member	<b>Judy Cruz</b> judy.cruz@piramal.com	-	<b>Samarpita Das</b> samarpita.das@piramal.com	<b>Richa Gopalia</b> richa.gopalia@piramal.com	<b>Harsharan Singh</b> harsharan.singh@piramal.com
IC Member	<b>Raj Nair</b> raj.nair@piramal.com	-	<b>Subesh Bhattacharjee</b> subesh.bhattacharjee2@piramal.com	<b>Samiksha Bhalerao</b> samiksha.bhalerao@piramal.com	<b>Keyur Shah</b> keyur.shah@piramal.com
IC Member	<b>Ritu Dwivedi</b> ritu.dwivedi@piramal.com	-	-	-	<b>Swati Gupta</b> swati.gupta@piramal.com
IC Member	<b>Sakshi Lad</b> sakshi.lad@piramal.com	-	-	-	-
External IC Member	<b>Kanchan Paralkar Devale</b> kanchan@sashaindia.com	<b>Kanchan Paralkar Devale</b> kanchan@sashaindia.com	<b>Kanchan Paralkar Devale</b> kanchan@sashaindia.com	<b>Kanchan Paralkar Devale</b> kanchan@sashaindia.com	<b>Kanchan Paralkar Devale</b> kanchan@sashaindia.com

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If you see something, say something!

You can also write to [POSH@piramal.com](mailto:POSH@piramal.com) to file a complaint.

Let's work together to build an equal, safe, and inclusive workplace for all.