

SEXUAL HARASSMENT POLICY

of

INDIA ALTERNATIVES INVESTMENT ADVISORS
PRIVATE LIMITED

1. INTRODUCTION

India Alternatives Investment Advisors Private Limited (“India Alternatives” or “Investment Manager”) strictly prohibits any kind of sexual harassment and takes allegations of sexual harassment seriously. Employees will be subject to disciplinary measures for sexual harassment up to and including termination. Anyone experiencing and reporting such unwelcome behavior should know that the matter will be handled with the utmost sensitivity.

Employee means regular employees and fixed term employees of the Investment Manager.

2. SEXUAL HARRASSMENT AT WORKPLACE

India Alternatives prides itself in having a safe environment for its employees and any kind of Sexual Harassment activities are unwelcome. Some of the sexually determined behavior which are prohibited are as under:

- Unwanted physical, verbal or visual sexual advances
- Requests or demands for sexual favours
- Innuendos / hints / suggestions of sexual nature
- Actual sexual assault
- Comments with sexual overtones, sex-related jokes, insults and other sexually coloured remarks
- Unwelcome graphic comments about a person’s body, made in their presence, or directed towards them
- Unwelcome and inappropriate inquiries about a person’s sex life
- Unwelcome whistling / gestures, directed at a person or group of persons
- Touching or brushing any part of the body
- Physical confinement of any part of the body
- Physical confinement, against one’s will, and any other act that is likely to violate one’s privacy

The above is not exhaustive and apart from the above, any inappropriate acts as covered under the Sexual Harassment Act 2013 and applicable laws will be subject to disciplinary action as covered under India Alternatives’ Sexual Harassment Policy.

3. PERIODIC TRAINING

The Employees of India Alternatives will undergo training from a valid external consultant or party on what constitutes Sexual Harassment, how to identify the same and remedies available to them under the Law.

4. REMEDIES AVAILABLE

Any aggrieved person may contact the Sexual Harassment Committee that comprises of Akansha Tiwari (akanksha.tiwary@dsklegal.com), Harish Ravichandran (harish.r@india-alt.com) and Rinette Amanna () In case the Culture Committee arrives at the conclusion that the allegations against the respondent are true, it shall make recommendations to the employer and accordingly necessary action will be taken against the harasser.

The action by the Culture Committee shall not preclude the harassed from taking any action against their harasser under the Sexual Harassment Act, 2013.

5. AMENDMENT & REVISION

The policy will be periodically reviewed and updated, subject to the approval of the Board of Directors of the Investment Manager. The version update details and review information are as below:

Version	Date
Version 1	October 2018 (as a part of Code of Ethics Policy)
Version 2	December 2021
Version 3	March 2023