

ABS MARINE SERVICES LIMITED
CIN-L71120TN1992PLC023705

ABS MARINE SERVICES LIMITED

**Registered Office: Flat No:3, Anugraha Foundation,
No: 15, Valliammal Road, Vepery, Chennai- 600007**

**Operational Office- No.36, Venugopal Avenue,
Off Spur Tank Road, Chetpet, Chennai – 600031**

Tel: +91-44 42914141; Fax: 91-44-4291 4145

Website: www.absmarine.com

***CIN: L71120TN1992PLC023705**

PREVENTION OF SEXUAL HARASSMENT POLICY

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***Sexual Harassment Policy**

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ABS Marine Services Limited is committed to providing a safe and respectful work environment, free from sexual harassment.

Policy Statement:

- The company strictly prohibits sexual harassment in any form.
- Employees are expected to maintain a workplace free from harassment.

Scope:

This policy applies to all employees, contractors, interns, trainees and visitors.

Confidentiality:

All complaints and investigations will be handled confidentially.

Redressal Process:

- All complaints will be investigated promptly and thoroughly.
- The Internal Complaints Committee (ICC) will complete investigations within 90 days. The Composition of the Committee involves 4 Members amongst whom one shall be a external member who is not associated with the Organization.
- Disciplinary actions will be taken against perpetrators.

Complaints:

All complaints to be directed via email to

Ms. Arathi Narayanan

Email: arn@absmarine.com

Access to Reports and Documents:

All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the Company except where disclosure is required under disciplinary or other remedial processes.

***Note-**

- a. The CIN changed from **U71120TN1992PLC023705** to **L71120TN1992PLC023705**.
- b. Policy amended vide Board Meeting dated 07/08/2025.