

**Women safety is no joking matter. We at Torrent Pharma make sure every woman Torrentian is taken care of.**

### **THE BENEFIT**

- Torrent highly values and respects women and strives to create a work environment that is conducive for all our women employees. This policy is designed keeping it in line with “The sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”
- This policy has a well-defined mechanism for prevention of sexual harassment and protection against the same, including for filing of complaints, investigation and action thereof. It has clearly defined unwelcome acts or behaviour which are (directly or by implication) of sexual nature
- An Internal Complaints Committee is formed where half the members are women and headed by a woman who is a third party neutral person

### **THE PURPOSE**

The organization strives to build an environment that is a balanced mix of organizational uniformity and individual diversity. It respects every individual for who they are and strives to provide equal opportunities to both the genders. The organization considers sexual harassment a gross misconduct and has in place a policy that is a preventive as well as protective measure for any intolerable incidents against female colleagues. It strives to ensure that its female colleagues never face any such misconduct; but in any such occurrence, it stands by her against odds.

### **THE ADVANTAGE**

Women employees find themselves in a safe working environment which is devoid of fear of harassment or prejudice. They have a structured mechanism available to register grievances and complaints pertaining to sexual harassment. They are assured that their complaints will be suitably dealt with and no injustice will be done to them.

We believe all great leaders are blessed with qualities that sets them apart from the crowd. We salute the female scientists of our country for being the leaders our young women aspire to emulate. Torrent Pharma believes that women leaders know exactly who they are, what they want and what they bring to the table because it's simply knowing and being comfortable with oneself. Our special programs encourage women at Torrent to achieve a work - life balance by enabling them with the right tools for time management, training and family dedication. We salute the #WomenAtTorrent and their contribution to the development of society, both through personal evolution and professional contribution!