

APEX FROZEN FOODS LTD.
Social Accountability Policies
ANTI SEXUAL HARASSMENT POLICY

APEX FROZEN FOODS LTD committed to creating a healthy, positive working environment that enables employees to work without fear of gender bias and sexual harassment. The Company also believes that all the employees of the Company have the right to be treated with dignity and work for achieving the goals and objections of the organization. Company, without regard to race, caste, religion, colour, marital status, sex, age, nationality, disability of its staff or colleagues, the Company believes that sexual harassment at workplace is a grave offence, and hence it has adopted a policy on Anti-Sexual Harassment framed in line with the requirements of Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal Act, 2013) and the relevant Rules there under. The Company holds the responsibility to identify and prevent Sexual Harassment and to develop a culture of "Zero Tolerance" for any form of sexual harassment at the Workplace. The Company has constituted an anti-sexual harassment Committee and grievance committee to redress complaints of sexual harassment and will respond promptly to reports of sexual harassment and will take appropriate steps to discipline behavior that violates this policy and if necessary, facilitate legal action.

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APEX/L1/SAP/08	01	06/01/2025	01/06/2019	00.00	Page 1 of 1	Mr.B.Venkateswarara o	Mrs.D.S.Madhavi