



AJM GROUP

Sexual Harassment Policy

The AJM Group expressly forbids any kind of harassment based on gender regardless of whether the offensive conduct is sexual in nature or whether it rises to the level of a legal violation.

Sexual harassment is defined as unwelcome physical contact and sexual advances, requests for sexual favors, making sexually colored remarks, showing pornography or any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

As stated in the Prevention of Sexual Harassment Act (POSH), the following circumstances (whether implied or explicit), may also constitute sexual harassment:

- Promise of preferential treatment in employment
- Threat of dismissal or other consequences detrimental to employment
- Threat to future employment possibilities
- Creating an intimidating, offensive or hostile work environment
- Humiliating treatment potentially endangering health and safety

Scope of the Law

Offices and Extended Workplace

In addition to the office, any place visited by the employee arising out of or during the course of employment, including transportation provided by the employer, will also constitute a workplace. Official events or trainings organized by the AJM Group is part of the extended workplace and subject to the POSH law.

Employees

Any persons who feels sexually harassed at the AJM Group offices can claim protection under this law. These include including employees, temporary, ad hoc employees, individuals engaged on a daily wage basis, contract workers, coworkers, probationers, trainees, and apprentices, working on a voluntary basis or otherwise, whether the terms of employment are express or implied.