

Internal Committee

Global Shared Services (GSS), Hyderabad

**Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act,
2013 (“POSH Act”)**

and

Curia’s Anti-Sexual Harassment Policy (“Policy”)

Sexual harassment includes any of the following
unwelcome acts or behavior (whether directly or by
implication)

Physical contact and advances

Demand or request for sexual favors

Showing or sending pornography or sexually explicit
messages/videos/images

Making sexually colored remarks

Any other unwelcome physical, verbal or non-verbal conduct of
a sexual nature

**Sexual harassment is strictly forbidden
at Curia.**

To investigate and redress, as
appropriate, complaints of sexual
harassment, Curia has constituted an
internal committee (“Internal
Committee”) at its sites in India.

**TO REPORT ANY ACT OF SEXUAL HARASSMENT, GSS EMPLOYEES MAY CONTACT ANY MEMBER OF THE GSS
INTERNAL COMMITTEE (current members as of January 2025 listed below)**

Ms. Bhargavi Addagulla
Assistant Manager –I Accounts Payable

Chairperson
Bhargavi.Addagulla@curiaglobal.com

Mr. Dhiraj Sonawane
Director, Shared Services

Member
Dhiraj.Sonawane@curiaglobal.com

Ms. Swarna Shreenivas
Assistant General Counsel & Deputy Compliance Officer

Member
Swarnapradha.Shreenivas@curiaglobal.com

Ms. Padmavathy Pamarthy
External representative

Member
kgnmtrusthyd@gmail.com

Employees may also report any complaints of sexual harassment via an anonymous or non-anonymous phone or web submission through the Curia Employee Reporting Hotline accessible at <https://curiaglobal.ethicspoint.com/> or by calling 000 800 919 1442.

Note: Curia has a strict anti-retaliation policy applicable to any reports made in good faith, and any retaliation against an employee in violation of this policy will attract appropriate disciplinary action.

PLEASE HELP US MAINTAIN A SAFE AND HARASSMENT-FREE WORKPLACE.