



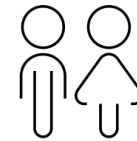
# Gender Based Violence at the Workplace

23<sup>rd</sup> September, 2020

TPL Corp is a technology driven conglomerate with investments across Life and General Insurance, Real Estate, Security, Asset Tracking, Navigation and Mapping and several technology startups.



Total Employees – 1300 +



Percentage of Female Employees – 14%

Can I get advice without filing a complaint?

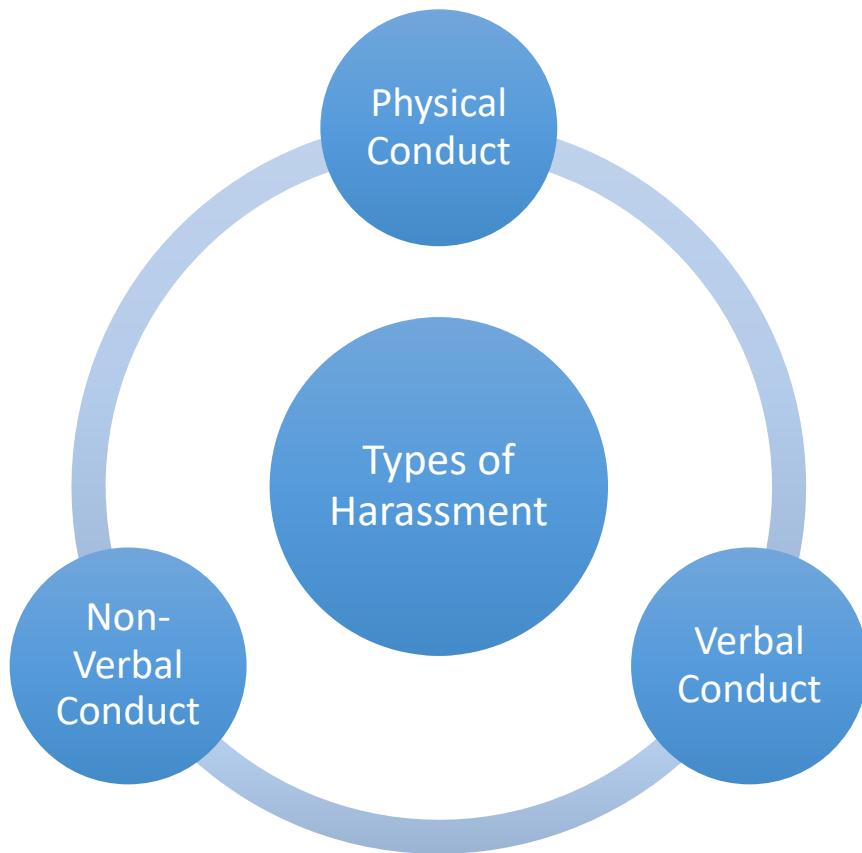
What should I do if I believe I am sexually harassed?

What is sexual harassment anyway?

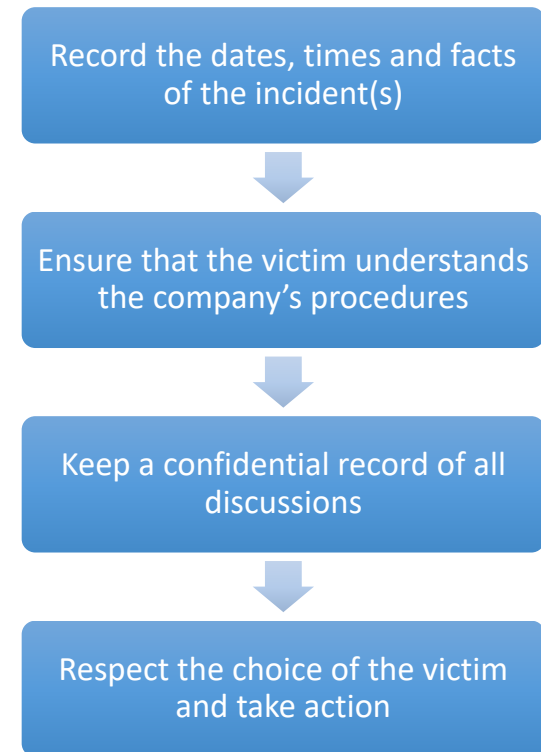


# Anti-sexual Harassment at TPL

TPL is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment. We operate **a zero tolerance policy** for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.



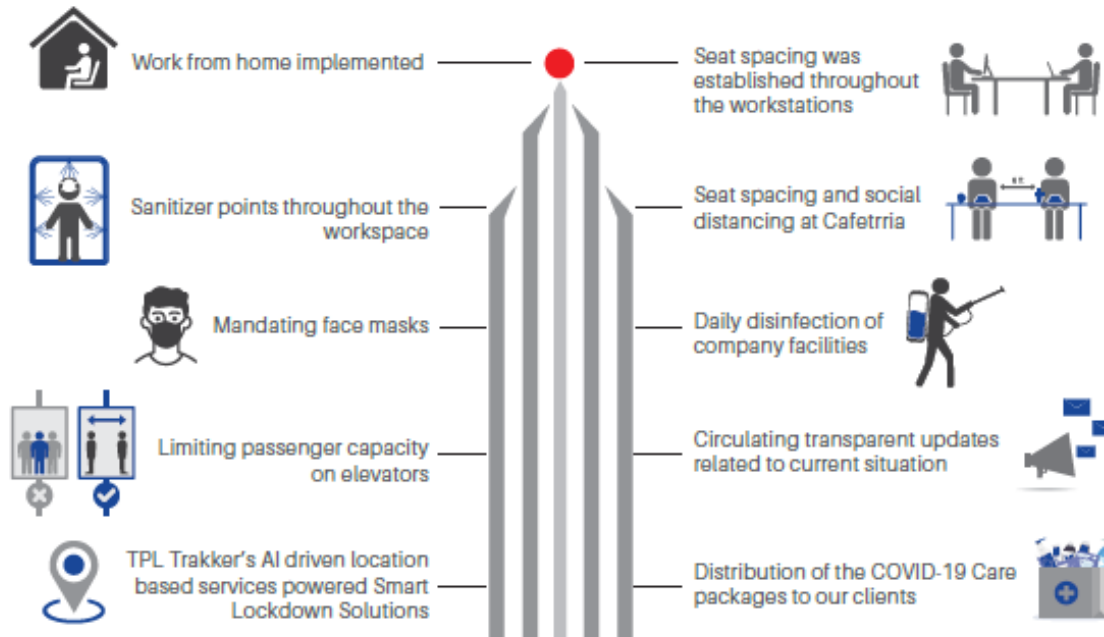
## Complaints Mechanism



# COVID-19 Response



TPL Has been supporting 'Panah Shelter', which provides shelter and solace to women who are victims of domestic and societal injustices and empowers them to take the path of socio-economic independence.



# Developments



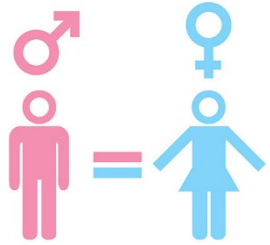
Online Harassment Portal



Flexible Working Hour



Paternity Leave Policy



Gender Diversity Policy



Inclusive Hiring Policy

Together we can help both men and women stand up for their rights and support them to become the best version of themselves for tomorrow

