

786 Investments Limited

Protection of Women against Harassment at Workplace Policy

(under Prohibition of Harassment of Women at the Workplace Act, 2010)

1. Purpose

To establish a work environment free from harassment, ensure the rights of employees are protected, and provide procedures for addressing complaints of harassment.

2. Scope

This policy applies to all employees, contractors, vendors, and visitors in the workplace, regardless of their gender or status.

3. Definition of Harassment

Harassment includes any unwelcome behavior that is sexual in nature or that creates an intimidating, hostile, or humiliating environment. This includes, but is not limited to:

- Unwanted sexual advances or requests for sexual favors.
- Verbal harassment, such as derogatory comments or jokes.
- Physical harassment, including inappropriate touching or gestures.
- Visual harassment, such as displaying offensive materials.

4. Responsibilities

Management: Ensure that the policy is enforced, provide training, and promote awareness.

Employees: Report any incidents of harassment and support a culture of respect.

5. Reporting Procedures

Employees who experience or witness harassment are encouraged to report it promptly. Reports can be made to:

- Immediate supervisors;
- HR Department; or
- HR & Remuneration Committee of the Board.

HR Contact: Tara Uzra Dawood

HR & Remuneration Committee Email: tudawood@786investments.com

Reports should include:

- Details of the incident(s);
- Date, time, and location;
- Names of individuals involved and any witnesses.

The original policy provides specific HR contact details and an HR & Remuneration Committee email address; I have left these as blanks rather than carrying over AKD Hospitality's contact information.

6. Confidentiality

All reports and investigations will be treated with the utmost confidentiality. Information will only be shared on a need-to-know basis.

7. Investigation Process

Upon receiving a complaint, the organization will:

- Acknowledge receipt of the complaint.
- Conduct a thorough and impartial investigation.
- Provide both parties the opportunity to present their case.
- Ensure timely resolution of the complaint.

8. Non-Retaliation

Retaliation against anyone who reports harassment or participates in an investigation is strictly prohibited. Any retaliatory actions will result in disciplinary measures.

9. Disciplinary Actions

If harassment is confirmed, disciplinary actions may include:

- Termination of employee.
- Reporting to law enforcement authority, which can lead to 3 years imprisonment and/or penalty of Rupees 500,000.

These consequences are reproduced from the uploaded source; they should be legally verified before the policy is formally issued.

10. Awareness and Training

Regular training will be conducted to inform employees about this policy, their rights, and how to report harassment.

11. Policy Review

This policy will be reviewed annually to ensure its effectiveness and compliance with applicable laws.

Approval Date: April 9, 2026