



Circular Number	Circular No. 09/CMR-Group/2023
Date	12-10-2023
Subject	CMR POSH Committees
Circulation	All Employees

This is in pursuance to CMR's policy (CMR/Pol/HR/POSH/Rev-01/2023) on Prevention of Sexual Harassment at workplace, its Values, Code of Ethics and Conduct. To reinforce our position as an Equal Opportunity Employer considering increasing gender diversity at CMR we would like to inform you of the reconstitution of CMR's **Internal Complaints Committee (ICC)** for Prevention of Sexual Harassment. The four-member committees are being reconstituted at the Group level and unit level.

Group level Committee will be the higher-level committee to the Unit committees. This committee will meet on need basis to review reported cases of POSH violation, decide on any appeals raised against decision of unit level committee, and monitor adherence to POSH Policy. The Presiding Officer and Every Member of the Internal Committee shall hold office for a period of three only from the date of nomination as may be specified by the employer.

The group level Committee's email id is posh@cmr.co.in. Employees (managerial, staff and workmen) may connect with the committee members through e-mail to report any case of POSH violation.

POSH Committees details appended in Annexure I



(Sanjay Singh)

Chief Human Resources Officer

Annexure I

Complaints Committee -Group Level				
Name Display	Role	Business Unit	E-Mail Address	Unit/Zone
Company Secretary	Presiding Officer	Corporate	-	Corporate
Sanjay Singh	Member	Corporate	sanjay.s@cmr.co.in	Corporate
Ankur Singh	Member	Corporate	ankur.s@cmr.co.in	Corporate
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Corporate
Complaints Committee – HO				
Priyanka Kapil	Presiding Officer	HO	priyanka.k@cmr.co.in	HO -Faridabad
Soma Sharma	Member	HO	soma.s@cmr.co.in	HO -Faridabad
Abhijit Chakraborty	Member	HO	abhijit.c@cmr.co.in	HO -Faridabad
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	HO -Faridabad
Complaints Committee -Unit Level				
Pritesh Kumari	Presiding Officer	Tatarpur	Pritesh.k@cmr.co.in	Tatarpur -North
Naresh Kumar	Member	Tatarpur	naresh.k@cmr.co.in	Tatarpur -North
Deepak Sharma	Member	Tatarpur	deepak.s2@Cmr.co.in	Tatarpur -North
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Tatarpur -North
Complaints Committee -Unit Level				
Kiran Sati	Presiding Officer	Haridwar	Kiran.s@cmr.co.in	Haridwar- North
Rajiv Sharma	Member	Haridwar	Rajeev.S1@cmr.co.in	Haridwar- North
Rishi Tiwari	Member	Haridwar	Rishi.k@cmr.co.in	Haridwar- North
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Haridwar- North
Complaints Committee -Unit Level				
Nupur Anil Jha	Presiding Officer	Manesar	nupur.j@cmr.co.in	Manesar-North
Suresh Kumar	Member	Manesar	suresh.k1@cmr.co.in	Manesar-North
Gopal Bhaskar	Member	Manesar	GOPAL.B@Cmr.co.IN	Manesar-North
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Manesar-North
Complaints Committee -Unit Level				
Meenu Bansal	Presiding Officer	Bawal	meenu.b@cmr.co.in	Bawal – North
Dinesh Kumar	Member	Bawal	dineshkr@cmr-nikkei.com	Bawal – North
Ashutosh Badhari	Member	Bawal	ashutosh.b@cmr-nikkei.com	Bawal – North
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Bawal – North
Complaints Committee -Unit Level				
Meenu Bansal	Presiding Officer	Bhiwadi	meenu.b@cmr.co.in	Bhiwadi -North
Naveen Kumar	Member	Bhiwadi	naveenk.y@cmr.co.in	Bhiwadi -North
Chandan Kumar	Member	Bhiwadi	chandan.k@cmr.co.in	Bhiwadi -North
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Bhiwadi -North
Complaints Committee -Unit Level				
Archana Mandal	Presiding Officer	Vanod	Archana.M@cmr.co.in	Vanod-West
Amar Johari	Member	Vanod	amar.j@cmr.co.in	Vanod-West
Manoj Kumar Shukla	Member	Vanod	manoj.s@Cmr.co.in	Vanod-West
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Vanod-West

Complaints Committee -Unit Level				
Archana Mandal	Presiding Officer	SurendraNagar	Archana.M@cmr.co.in	Surendranagar-West
Sanket Patel	Member	SurendraNagar	sanket.p@cmr-nikkei.com	Surendranagar-West
Prakash Pandey	Member	SurendraNagar	prakash.p1@cmr.co.in	Surendranagar-West
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Surendranagar-West
Complaints Committee -Unit Level				
Unnati Kulshreshtha	Presiding Officer	Halol	unnati.k@cmr.co.in	Halol-West
Naveen Sharma	Member	Halol	naveen.s@cmr.co.in	Halol-West
Jitendra Kumar	Member	Halol	jitendra.k@CMR.CO.IN	Halol-West
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Halol-West
Complaints Committee -Unit Level				
Geetanjali Phulia	Presiding Officer	Kheda	geetanjali.p@cmr.co.in	Kheda- West
Shiv Kumar	Member	Kheda	shiv.k@Cmr.co.in	Kheda- West
Bharatbhai Senma	Member	Kheda	bharatbhai.s@cmr-chiho.com	Kheda- West
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Kheda- West
Complaints Committee -Unit Level				
Neelam Malik	Presiding Officer	Pillaipakkam	neelam.m@cmr.co.in	Pillaipakkam-South
Dhamotharan C	Member	Pillaipakkam	dhamotharan.c@cmr.co.in	Pillaipakkam-South
Hariram Mandal	Member	Pillaipakkam	hari.m@cmr-toyotsu.com	Pillaipakkam-South
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Pillaipakkam-South
Complaints Committee -Unit Level				
Neelam Malik	Presiding Officer	Vallam	neelam.m@cmr.co.in	Vallam-South
Narayana.S	Member	Vallam	narayanan.s@cmr-toyotsu.com	Vallam-South
Dhamotharan C	Member	Vallam	dhamotharan.c@cmr.co.in	Vallam-South
Rashmi Verma	External Member	Lawyer	<u>rashmiverma123@gmail.com</u>	Vallam-South
Complaints Committee -Unit Level				
Sakshi Malhotra	Presiding Officer	Tirupati	sakshi.m@cmr.co.in	Tirupati-South
Chandra Sekhar E	Member	Tirupati	chandras.e@cmr.co.in	Tirupati-South
G Bhupathi Naidu	Member	Tirupati	gbhupathi.n@cmr.co.in	Tirupati-South
Rashmi Verma	External Member	Lawyer	rashmiverma123@gmail.com	Tirupati-South