UNITEC

UNITEC FIBRES LIMITED

Internal Committee Constitution Order

OFFICE ORDER

Constitution of Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Date: 03rd April 2026

In compliance with Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act"), the Management of Unitec Fibres Limited (Formerly known as Unitec Fibres Private Limited) hereby constitutes the Internal Committee (IC) for prevention, prohibition and redressal of complaints of sexual harassment at the workplace.

Details of the Internal Committee (IC) are as follows:

Unit Name: Head Office situated at Bldg. No 8, Flat No 3, Oshiwara MHADA Complex, Andheri (W), Mumbai, Maharashtra, Pin code - 400053

Sr. No.	Name	IC Position	Email address
1	Ms. Nayana Boritkar	Presiding Officer	complaint@unitecfibres.com
2	Ms. Disha Rane	Internal Member	
3	Ms. Satish Salian	Internal Member	
4	Dr. (Ms.) Rita Savla	External Member	

Unit Name: Factory located at Plot No E-56/57, MIDC Tarapur, Boisar, Thane - 401506.

Sr. No.	Name	IC Position	Email address
1	Ms. Nisi Sajan	Presiding Officer	e56complaint@gmail.com
2	Ms. Dipali Gharat	Internal Member	
3	Mr. Sanjay Patil	Internal Member	
4	Dr. (Ms.) Rita Savla	External Member	

Unit Name: Factory located at N-29, MIDC Tarapur, Boisar, Thane - 401506

Sr. No.	Name	IC Position	Email address
1	Ms. Amrita Gharat	Presiding Officer	n29complaint@gmail.com
2	Ms. Apeksha Sunil More	Internal Member	
3	Mr. Ashok Parmar	Internal Member	
4	Dr. (Ms.) Rita Savla	External Member	

Unit Name: Factory located at Ground, Anklas, NA136, NA141, NA249, NA132, NA67, NA82, NA133, NA134, NA246, NA248, Kharadpada Road, Nearby Landmark: Sub Health Centre Anklas, City/Town/Village: Anklas, District: Valsad, State: Gujarat, PIN Code: 396105

Sr. No.	Name	IC Position	Email address
1	Ms. Nisi Sajan	Presiding Officer	anklascomplaint@gmail.com
2	Ms. Ashwini Nair	Internal Member	
3	Mr. Sushant Nair	Internal Member	
4	Dr. (Ms.) Rita Savla	External Member	

Nodal Officer's Email address: nodal.officer@unitecfibres.com

UNITEC FIBRES LIMITED INDIA

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Functions of the Internal Committee -

The Internal Committee shall:

- Receive complaints of sexual harassment.
- Conduct inquiries in accordance with the POSH Act and Rules.
- Recommend appropriate action to the Employer.
- Promote awareness and preventive measures.
- Submit reports as required under law.
- Maintain confidentiality of all proceedings.

Tenure -

The Internal Committee shall remain in force for a period of three years from 03rd April 2026 till 31st March 2029, unless reconstituted earlier in accordance with law.

Authority

All employees, trainees, interns, consultants, contractual workers, visitors and other persons associated with the workplace shall extend full cooperation to the Internal Committee in the discharge of its functions.

This order shall come into effect immediately.

By the order of the Board of Directors.

FOR UNITEC FIBRES LIMITED
(FORMERLY KNOWN AS UNITEC FIBRES PRIVATE LIMITED)

UNITEC FIBRES LIMITED INDIA

VIJAY OMJAGDISH BEHL
CHAIRMAN AND WHOLE-TIME DIRECTOR
DIN-01626882

DATE: 03/04/2026
PLACE: MUMBAI