

CERTIFIED TRUE COPY OF RESOLUTION PASSED AT THE MEETING OF THE BOARD OF DIRECTORS OF M/s NATURAL SUGAR AND ALLIED INDUSTRIES LTD. HELD AT SAINAGR, RANJANI, TAH. KALLAM, DIST OSMANABAD ON FRIDAY THE 28TH JULY 2023 AT 4.00 P.M.

Sub. No. 8 : To Reconstitute ICC (POSH) Committee of the Company:
Resolution No. 8 :

Chairman mentioned that, the period of existing Internal Complaint Committee established under Section 4 of the Prevention of Sexual Harassment of women at Workplace (Prohibition and Redressal) Act, 2013, is ending in this month and requires to appoint new members on the Committee. He further mentioned that the appointment of the members on the committee is for the period of three years. Shri Balaji Tat, Director mentioned that, the existing external woman member of the Committee shall not be reappointed again and chance may be given to new woman. Shri Anil B. Thombare, Technical Director, suggested to appoint Ms. Geetashri Diliprao Mohite of Latur Office. Shri Pandurang Awad, Independent Director suggested one more name of Shri Mahadev B. Naiknaware, Jr. LWO of the Company. Other Directors seconded to both the names. Directors discussed on the matter. Chairman put the draft resolution before the Directors for their voting. Chairman informed the board that, no director was dissented or opposed to the resolution therefore following resolution passed unanimously:

"RESOLVED THAT pursuant to the Section 4 of the Prevention of Sexual Harassment of women at Workplace (Prohibition and Redressal) Act, 2013,, consent of the Board of Directors of the Company be and is hereby re-constitute the Internal Complaints Committee with effect from 1st August 2023 as given below:

Sr. No.	Name of the Members	Designation
1	Mrs. Savita S. Helale	Presiding Officer and member
2.	Ms. Geetashri Diliprao Mohite	Woman Member
3	Smt. Arati N. Sangve	Woman Member
4	Shri. Ashok P. Dama	Member
5	Shri. Mahadev B. Naiknaware	Member

RESOLVED FURTHER THAT the members of the Committee do hereby authorised to do the following things, in addition to acts provided in the Act, to provide the safety to the women employees at workplace:

- To formulate the Sexual Harassment Policy in order to ensure the prevention of sexual harassment and safety of women employees at work place.
- To conduct the meeting in case of any complaint received in writing from any women employees, to settle the grievances and to ensure the proper compensation in case of any misconduct, harassment with the women employees either physically or mentally.
- Provide a safe working environment at the workplace.
- Organize workshops and awareness programmes at regular intervals



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RESOLVED FURTHER THAT, Mrs. Savita S. Helale, Presiding officer of the committee, be and is hereby authorised to do the following things:

- Submit the application and other relevant documents to the concerned authorities / departments
- File declaration as may be required from time to time
- Authenticate any documents as required in connection with the Act and the Rules made thereunder
- Represent the Company before the authorities by himself or through his representatives in connection on behalf of the company to give effect to this resolution.
- Fill all the returns and records as per the requirements of the Act.

Place: Sainagar, Ranjani

Date : 28/07/2023

For Natural Sugar and Allied Industries Limited



(B. B. Thombare)

Chairman & Managing Director

DIN: 00022391

A handwritten signature in red ink, likely of the Chairman & Managing Director, B. B. Thombare.