

Internal Complaints Committee

[Constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013]

S. No.	Location	Designated Email ID	Composition of ICC for all ICRA ESG Locations	Contact Details
1	PAN India	posh.icc-esg@icraindia.com	Ms. Sheetal Sharad-Presiding Officer	Tel: +91-124-4545800
2			Ms. Anshita Khandelwal-Internal Member	
3			Mr. Ravi Singh-Internal Member	
4			Ms. Aditi Kaushal-External Member	

The above-mentioned email id and phone number are to be used for only reporting the incidents pertaining to sexual harassment at workplace. For any other matters, please raise concern through appropriate channels provided by the Company.