

**Display Requirements under the Sexual Harassment of Women at workplace
(Prevention, Prohibition and Redressal) Act, 2013**

1. Penalty for non-compliance with provisions of Act :-

(1) Where the employer fails to –

Constitute an Internal Committee under sub-section (1) of section 4; Take action under sections 13, 14 and 22 and Contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder, he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) Twice the punishment which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence.

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment.

Cancellation, of the license or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the government or local authority required for carrying on the business or activity.

GENERALI CENTRAL INSURANCE COMPANY LIMITED
Annexure 1
(List of Members of Internal Complaints Committee)

Sr. No.	Name of the Members	Designation	Email Id	Contact No
1	Ruchika Malhan Varma	Presiding Officer	Ruchika.Varma@generalicentral.com	9820304501
2	Harshada Patil	External Member	harshada_jpatil@yahoo.com	9820345273
3	Ashish Lakhtakia	Member	Ashish.Lakhtakia@generalicentral.com	9820167283
4	Ajay Panchal	Member	ajay.panchal@generalicentral.com	9819887772
5	Ritu Sethi	Member	Ritu.Sethi@generalicentral.com	9702318444
6	Shilpa Mantri	Member	shilpa.mantri@generalicentral.com	9987200464
7	Rajesh Chandrashekhar Gupta	Member	Rajesh.Gupta@generalicentral.com	9820222424
8	I. N. Shyamosree	Member	I.N.Shyamosree@generalicentral.com	9831435698
9	Mayurika Chouhan	Member	mayurika.chouhan@generalicentral.com	9663877220
10	Tushar Gore	Member	Tushar.Gore@generalicentral.com	9822111091
11	Thiruvambalam V.	Member	thiruvambalam.v@generalicentral.com	9003030770
12	Gagan Seth	Member	Gagan.Seth@generalicentral.com	9871223215
13	Arati Giriyal	Member	Arati.Giriyal@generalicentral.com	8600007539
14	Noorsaba Khan	Member	Noorsaba.Khan@generalicentral.com	9704554981
15	Mandeep Sharma	Member	Mandeep.Sharma@generalicentral.com	9780510900
16	Girija P	Member	Girija.P@generalicentral.com	8754420084
17	Sanjana Gore	Member	Sanjana.Gore@generalicentral.com	7738569147
18	Sivakumar G.S.	Member	sivakumar.gs@generalicentral.com	9846400540
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20	Rana Dhar Chowdhury	Member	ranadhar.chowdhury@generalicentral.com	9330852839
21	Riddhi Ninad Patel	Member	riddhi.shah@generalicentral.com	8141900629