

Gender-Based Violence and Harassment (GBVH) Redressal Policy

1. Introduction

At Veranda Learning Solutions Limited and at all Veranda enterprises, we are committed to creating and maintaining a safe, respectful, and inclusive environment for all our employees, offroll, contract staff, faculty and individuals associated with our offline and online education programs including K-12 students, test prep participants, and professionals in upskilling and reskilling programs. Our Gender-Based Violence and Harassment (GBVH) Redressal Policy aims to address and prevent all forms of gender-based violence and harassment, ensuring that every member of our community feels safe and supported.

2. Purpose

The purpose of this Policy is to outline Veranda's commitment to preventing and addressing gender-based violence and harassment in all forms across any of the Veranda enterprise. This Policy provides a framework for preventing incidents of GBVH, supporting victims, and holding perpetrators accountable.

3. Scope

This Policy applies to all employees, offroll staff and any other individuals associated with Veranda Learning and any of Veranda enterprises including:

- Students
- Employees, faculty and contractors
- External partners

4. Definition of Gender-Based Violence and Harassment (GBVH)

GBVH at workplace/work related environment encompasses a wide range of behaviours and actions that cause harm or discomfort based on an individual's gender. These include, but are not limited to:

- **Physical Abuse:** Any form of physical violence, including hitting, slapping, or other forms of physical aggression.
- **Emotional Abuse:** Psychological manipulation or threats intended to cause emotional harm, including verbal insults, coercion, and intimidation.
- **Psychological Abuse:** Actions that cause mental suffering, including manipulation, gaslighting, and constant undermining of an individual's self-worth.
- **Stalking:** Repeated, unwanted attention or behaviour that causes fear or distress, including following, monitoring, or persistent communication.

5. Prevention Measures

To prevent GBVH, Veranda Learning and the enterprises in the group will implement the following measures:

- **Training Programs:** Regular training for all employees covering the nature of GBVH, bystander intervention, and support resources. Also, creating awareness amongst students and other participants on recognizing, preventing, and reporting GBVH.
- **Clear Communication:** Dissemination of the GBVH Redressal Policy to all members of the Veranda community through posters, mails, HRIS, etc. means.
- **Promotion of Respectful Behaviour:** Encouragement of a culture of mutual respect, open communication, and positive relationships.

6. Reporting Procedures

All individuals who believe they have experienced or witnessed GBVH are encouraged to report incidents through the following channels:

- **Designated GBVH Officer:** Chairperson/Presiding officer of the POSH Committee of the respective Company
- **Directly Reporting:** Reports can be made directly to Veranda Learning HR Department by mailing at hr@verandalearning.com

GBVH Officer or Veranda HR must keep Veranda CHRO and CFO informed of any report being made under GBVH category and the progress thereof.

Any reporting made to be handled confidentially and promptly, and individuals making reports will be protected from retaliation.

7. Decisioning Authority

Veranda CHRO and CFO in discussion with and support to investigation from the respective GBVH Officer.

8. Disciplinary Actions

All reports of GBVH will be investigated thoroughly and impartially with support of the GBVH Officer. Disciplinary actions may include, but are not limited to the following:

- **For Employees, offrolls:** Warnings, suspension, or termination of employment based on the findings of the investigation.
- **For Students/Participants:** Suspension, expulsion, or termination of program participation.
- **For Contractors/Faculty/External Partners:** Termination of contracts or agreements.

9. Conclusion

Veranda is dedicated to fostering a safe and supportive environment across Veranda enterprises for everyone involved in our educational programs and services. Our GBVH Redressal Policy is a critical component of this commitment, and we are dedicated to its effective implementation and enforcement.

The Policy may be amended, modified, or supplemented from time to time.