

TESTIMONIAL

To  
Anandan S  
POSH Trainer & External Member of IC  
C-388, Second Street,  
Periyar Nagar, Chennai 600082

This is to state that **Anandan S, POSH Trainer and External Member of IC under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act**, has conducted the following Workshop for employees of our Organization.

**Periodical Awareness Program on Sexual Harassment, for Employees, Managers (Chennai Corporate Office and across their branches in India) and Internal Committee Members of M/s. M/s. Coastal Aquaculture Research Institute Private Limited, Chennai – 600041, on 27<sup>th</sup> December 2022.**

**The Total duration of the program is 1.00 hours.**

The Presentation was Educative, and the power point presentation was informative and brought out the essence of the Legislation.

We are delighted with the way the Awareness was created and the objective of “**Having Safe Working Place for All Employees, exclusively for Women Employees**” was achieved.

On behalf of our Organization, I wish to convey my appreciations to Anandan for enlightening the entire team, who got cognizance of the following:

- Discrimination | Victimization
- Definition of Sexual Harassment | Quid-Pro-Quo | Hostile Environment
- Diversity and Inclusion
- Process of Conducting Inquiry under POSH legislation

Looking forward to more such sessions in the future.

Thanking you,  
Yours sincerely,

For Coastal Aquaculture Research Institute Private Limited

  
Kasthuri Jayakumar  
Manager – HR & Admin



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