IFGL REFRACTORIES LIMITED

Policy for prevention of Sexual Harassment

IFGL Refractories Ltd (the Company) is committed to provide a safe and healthy work environment to its women employees and thus have formulated this Policy following provisions of the Sexual Harassment of Women at Workplace Act, 2013 and Rules framed thereunder (hereinafter referred to as "SHWW Act and Rules"). This Policy coming into effect immediately will apply to all women personnel employed either with the Company or its subsidiaries and others concerned thereof and will extend to designated places of work of such persons and for the purpose, definitions and/or terms explained in SHWW Act and Rules will apply.

Nature of business of the Company and its subsidiaries is such that very few women are employed and to that extent machinery to be placed for prevention of sexual harassment within the meaning of SHWW Act and Rules is also felt to be short and concise to provide effective remedy. In this regard, a Committee of following three persons has been constituted and all women employees, who have a reason to believe that they have been sexually harassed, may approach the same for redressal of their grievances.

Ms Smita Das Sahoo, CHRO - Chairperson
Ms Nandini Ghoshe, Manager Exports - Member
Ms Ansua Chatterjee, Dy Manager (HR) - Member

Said Committee will keep the complaint(s) received in strict confidence and carry out investigation thereon and will resolve the same and for all these purposes, provisions morefully provided in SHWW Act and Rules will by and large be followed.

This Policy is internal to the Company and also seek to encourage women employees to express freely in good faith about sexual harassments at the work place. This Policy will be circulated amongst each and every woman employee and brought to the notice of other employees at large. This Policy is in addition to Company's Whistle Blower Policy. The Chairperson of the Committee shall, within seven days of every half year

ended on 30th September and 31st March, report either to the undersigned or Managing Director a summary of complaints received and action taken thereon and shall also affirm that none of the woman employee has been denied accesses to the Committee and adequate protection from adverse personal action provided wherever necessary.

This Policy is issued with approval of the Board of Directors in their meeting held on Friday, 14th February, 2014 and subject to amendment and/or revision from time to time as may be necessary. Copy of this Policy is also being hosted on Company's Website and thus will be available thereon for access by all concerned.

Kolkata
28th February, 2014

S K Bajoria
Chairman