

Prevention of Sexual Harassment (POSH) Policy

Cura Healthcare is committed to providing a safe, respectful, inclusive, and professional workplace free from sexual harassment, intimidation, discrimination, and inappropriate conduct. The Company maintains zero tolerance toward sexual harassment and complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy applies to all employees, including permanent, temporary and contractual employees, interns and consultants, across office premises, client locations, business travel and virtual/work-from-home environments.

Cura Healthcare has established an **Internal Committee (IC)** to receive and address complaints through a fair, impartial, confidential and time-bound process. All employees are expected to maintain professional and respectful conduct, refrain from any form of sexual harassment, and cooperate with investigations when required. Appropriate disciplinary action may be taken where allegations are established, while confidentiality and the rights of all concerned parties shall be protected throughout the process.