

Internal Committee (IC) under the POSH Act

Trustea Sustainable Tea Foundation

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(Prevention of Sexual Harassment of Women at Workplace Act, 2013)

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In compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, trustea has constituted an Internal Committee (IC) to address complaints of sexual harassment in the workplace and to ensure a safe, inclusive, and respectful environment for all employees.

Below is the composition of the current Internal Committee:

Name	Designation	Role in Committee	Contact Email & Mobile number
Dr. Antara Bera (Female)	Sr. Manager – Regen Agri	Presiding Officer	bera@trustea.org 94323 72360
Ms. Anandita Ray Mukherjee (Female)	Sr. Manager – System Assurance	Member	raymukherjee@trustea.org 99031 41241
Ms. Tasneem Ali (Female)	Field Officer – Bengal	Member	tasneem@trustea.org 60003 19635
Ms. Rimjhim Gogoi (Female)	Field Officer – Assam	Member	gogoi@trustea.org 75769 01758
Mr. Avimanyu Kundu (Male)	Program Manager – Bengal	Member	kundu@trustea.org 73187 78087
Mr. Muktajyoti Baruah (Male)	Program Manager – Assam	Member	barua@trustea.org 99542 07734

The IC is responsible for receiving and addressing any complaints related to sexual harassment in accordance with the procedures laid out in the POSH Act. The committee ensures confidentiality, neutrality, and a fair redressal mechanism for all complainants.

For any related concerns or complaints, employees are encouraged to reach out confidentially to any of the above committee members via their official email addresses.

Issued by:

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