

Internal Complaints Committee (“ICC”) for Sexual Harassment at Workplace

TNC-The Nature Conservancy Centre

Location: New Delhi

Effective: 10th August 2026

Details of Members: Name	Contact No.	E-mail
Ms. Sunpreet Kaur	+91 9810841221	sunpreet.kaur@tnc.org
Mr. Rajesh Arya	+91 9891555250	rajesh.arya@tnc.org
Ms. Neha Sharma	+91 8178431402	neha.sharma@tnc.org
Dr. Roshni Arora	+91 9410532374	roshni.arora@tnc.org
Ms. Megha Gupta	+91 9818418508	megha.posh@gmail.com, gupta.megha2810@gmail.com

Ms. Sunpreet Kaur is the Presiding Officer of the committee.

Process:

Any employee wishing to file a sexual harassment complaint can approach any of the committee members.

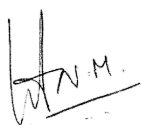
The initial complaint can be made verbally to the member, face-to-face or over the phone, or in written form or through an e-mail.

The Committee is required to complete the inquiry within a time of 90 days.

On completion of the inquiry, the report will be sent to the Executive Director, who is mandated by law to act on the report within 60 days after submission of the report.

Full details of the process can be read in the document “TNC-INDIA Standard Operating Procedure on the Prevention of Sexual Harassment.”

For TNC-The Nature Conservancy Centre



Dr. N. M. Ishwar
Executive Director