



An Agricultural
Sciences Company



Internal Committee members – POSH Act

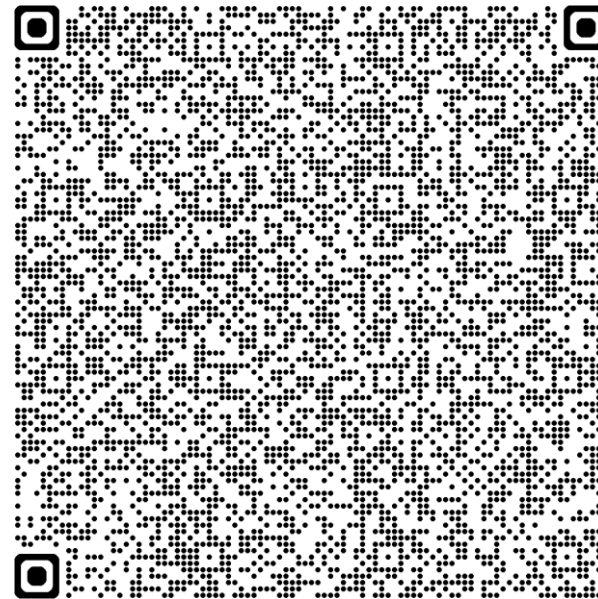
INTERNAL COMPLAINTS COMMITTEE (IC)

FMC India has instituted Internal Complaints Committee for redressal of sexual harassment complaint as per POSH regulations. These committees are constituted at Mumbai, Gurgaon, Hyderabad, Panoli and Savli locations.

The Company is committed to providing a supportive environment in which to resolve concerns of sexual harassment in accordance with the POSH policy.

The procedures to be followed by the Internal Complaints Committee in accordance with the POSH policy.

**Scan code to access
HR policies
available on India
HR page**



Internal Complaints Committee – Mumbai Location

Name	Designation	Position in IC	Location	Email ID
Varsha Sangam	Legal Counsel, India & SW Asia	Presiding Officer	Mumbai	Varsha.Sangam@fmc.com
Tahmeena Khan	Talent Manager	Member	Mumbai	tahmeena.khan@fmc.com
Ramchandran Venkatraman	Finance Director, India & SW Asia	Member	Mumbai	ramchandran.venkatraman@fmc.com
Minal Masurekar	Compliance Manager	Member	Mumbai	minal.masurekar@fmc.com
Harshali Mohite	Practicing Lawyer	External Member	Mumbai	harshalimohite@gmail.com

Internal Complaints Committee – Panoli Location

Name	Designation	Position in IC	Location	Email ID
Sabira Khojia	Manager-Accounts	Presiding Officer	Mumbai	sabira.khojia@fmc.com
Manoj Khanna	Plant Manager Panoli	Member	Panoli	manoj.khanna@fmc.com
Chintan Haranwala	Plant HR Manager	Member	Panoli	Chintan.haranwala@fmc.com
Rashmi Parihar	Executive-Technical Services	Member	Panoli	Rashmi.Parihar@fmc.com
Anil Shah	Factory Mgr- Intermediate & Project Head	Member	Panoli	anil.shah@fmc.com
Anilkumar Trivedi	Factory Manager - Technical Division	Member	Panoli	Anilkumar.trivedi@fmc.com
Bharat Patel	Factory Manager Formulation	Member	Panoli	bharat.patel@fmc.com
Sheela Mistry	Practicing Lawyer	External Member	Panoli	insight.associates@gmail.com

Internal Complaints Committee – Savli Location

Name	Designation	Position in IC	Location	Email ID
Varsha Sangam	Legal Counsel, India & SW Asia	Presiding Officer	Mumbai	Varsha.Sangam@fmc.com
Tahmeena Khan	Talent Manager	Member	Mumbai	tahmeena.khan@fmc.com
Abhay Kumar	Site Manager Savli	Member	Savli 1	abhay.kumar@fmc.com
Pankaj Suvagia	DGM - Field Development	Member	Savli 3	pankaj.suvagia@fmc.com
Himani Joshi	Admin & Compliance Officer	Member	Savli 1	himani.joshi@fmc.com
Harshali Mohite	Practicing Lawyer	External Member	Mumbai	harshalimohite@gmail.com

Internal Complaints Committee – Hyderabad Location

Name	Designation	Position in IC	Location	Email ID
Moumita Kar	Staff Associate Investigator	Presiding Officer	Hyderabad	moumita.kar@fmc.com
Bhavna Agashe	Principal Investigator PMB	Member	Hyderabad	bhavna.agashe@fmc.com
Ravisekhara Reddy	Group Leader and Facility Manager	Member	Hyderabad	Ravisekhara.Reddy@fmc.com
Shankar Kaitha	Senior Research Associate	Member	Hyderabad	Shankar.Kaitha@fmc.com
Harshali Mohite	Practicing Lawyer	External Member	Mumbai	harshalimohite@gmail.com

Internal Complaints Committee – Gurugram Location

Name	Designation	Position in IC	Location	Email ID
Pooja Prabhakar	Strategy, Planning & Business Development Director	Presiding Officer	Mumbai	pooja.prabhakar@fmc.com
Deepa Kathuria	India Regulatory Head	Member	Gurugram	Deepa.Batra@fmc.com
Chirag Patel	Senior Manager – Regulatory Affairs	Member	Gurugram	chirag.patel@fmc.com
Raju Kapoor	Director - Public & Industry Affairs	Member	Gurugram	raju.kapoor@fmc.com
Harshali Mohite	Practicing Lawyer	External Member	Mumbai	harshalimohite@gmail.com