

Poly Medicure Limited

Regd. Office : 232-B, 3rd Floor, Okhla Industrial Estate,
Phase-III, New Delhi - 110020 (INDIA)
T: +91-11-33550700, 47317000, F: +91-11-26321894, 26321839
E: info@polymedicure.com W: polymedicure.com
CIN: L 40300DL1995PLC066923
29.08.2020



Scrip Code: - 531768

Scrip Code:- POLYMED

The Manager,
BSE Limited,
Department of Corporate Services,
Phirozee Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001.

The Manager
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1-Block-G
Bandra Kurla Complex, Bandra(E),
Mumbai-400051.

Subject:- Appointment of Ms. Sonal Mattoo as an Additional Director of the Company

Dear Sir/Madam,

This is to inform you that Ms. Sonal Mattoo has been appointed as an Additional Director of the Company with effect from 29th August, 2020 to hold office as an independent director of the Company pursuant to a Resolution passed through circulation made effective on 29th August, 2020. Please find enclosed herewith a brief profile of Ms. Sonal Mattoo.

Ms. Sonal Mattoo holds a B.A., LLB (hons) degree from National Law School of India, University, Bangalore. She has over 25 years of post-qualification work experience. She specializes in compliance relating to workplace harassment and diversity issues. She supports various clients as an independent Ombudsperson, handling employee complaints via the internal dispute redressal mechanism and as an independent IC member for the Prevention of sexual harassment at the workplace issues.

She also works in the area of issues pertaining to women at the workplace, CSR activities, counselling, preparing policies, supporting the internal redressal system and conducting workshops in these areas.

We further confirm that Ms. Sonal Mattoo is not related to any of the Directors of the Company.

The above is for your information and record.

Yours faithfully

For Poly Medicure Limited

Avinash Chandra
Company Secretary
Enclosure: As Above



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Please find below the brief profile of the Director appointed on 29.08.2020 on the Board of the Company.

Name of the Director appointed	Ms. Sonal Mattoo
DIN	00106795
Date of Appointment	29 th August, 2020
Term of Appointment	Till the date of 25 th Annual General Meeting of the Company
Category	Non-Executive
Designation	Additional Director
Nature of work in the Company	Legal and Compliance Services
Disclosure of relationships between directors inter-se;	N.A.
names of other listed entities in which the person also holds the directorship and the membership of Committees of the board;	1. Ashiana Housing Limited Audit Committee - Member Stakeholders' Relationship Committee - Chairman 2. V-Mart Retail Limited Audit Committee - Member Stakeholders' Relationship Committee - Chairman
Chairmanships/Memberships of the Committee of other public companies (including only Audit Committee and Stakeholders' Relationship Committee)	N.A.
Number of Shares held in the Company	NIL
Profile of Director	Enclosed

Thanking You,

Yours truly,

For Poly Medicure Limited

Avinash Chandra
Company Secretary





PROFILE

Sonal Mattoo is a lawyer with over 25 years of post-qualification work experience. She holds a B.A., LL.B. (Hons) degree from the National Law School of India University, Bangalore. Her schooling is from The Lawrence School Sanawar.

A lawyer, specializing in compliance relating to workplace harassment and diversity issues. She supports various clients as an independent Ombudsperson, handling employee complaints via the internal dispute redressal mechanism and as an independent IC member for the Prevention of sexual harassment at the workplace issues.

As the Founder Director at "Helping Hands", Sonal works in the area of issues pertaining to women at the workplace, CSR activities, counselling, preparing policies, supporting the internal redressal system and conducting workshops in these areas.

Sonal helps implement policies relating to prevention of sexual harassment / gender sensitization and other forms of harassment and discrimination at the work place, besides carrying out training and investigation on complaints filed with the organization. (Sexual harassment, fraud, mis-management, tampering of data, financial irregularity, workplace harassment, bullying, etc.)

In her capacity as ombudsperson, Sonal has over the last two decades provided confidential independent support services to a plethora of MNC's and large domestic corporations. She has proven ability in recognizing Industry sector nuances vis-a-vis employee interactions at various staff and function levels. She also handles the independent ethics function for a few clients.

As an ombudsperson, Sonal's role includes: Conducting an unbiased Investigation into the claims of the complainant, responding to their queries regarding legal guidelines, help resolve differences between parties wherever applicable, preparing detailed reports on the investigation with findings and suggesting recommendations for resolution of issues.

Support offered:

- Policy drafting and implementation.
- Support as third party to the Internal Committee
- Training on SH/Gender Sensitization/Investigation Skills
- Investigating complaints and preparation of report
- Ombudsperson for conflict resolution/mediation for Harassment/hostile work environment/fraud/tampering of data/compliance breach, etc.
- Counselling support for individuals.

Sonal is a Non-Executive Independent Director at Ashiana Housing Limited and Vmart Retail.

Her clients include: hospitality chains, hospitals, pharmaceutical companies, airlines, international banks, financial institutions, educational establishments, consulting firms, pharmaceutical companies, publishing houses, insurance companies, automobile companies, aviation, HR firms, Computer hardware and software companies, business houses, NGO's, manufacturing, retail, transportation, logistic and telecommunication companies amongst others.

Sonal's initiatives in these areas and notably on sexual harassment workshops, have been covered by various magazines and newspapers.

A keen reader, Sonal has written articles on Sexual Harassment for Human Capital (India's premier journal on HR), newspapers, seminars, and contributed a chapter on 'Sexual Harassment' for 'Empowerment of Women in India, 2003', published by Law Publishers, Allahabad and several newspapers.



Work Profile:

POLICY (Drafting, Training and Implementation):

- Sexual harassment at the workplace
- Workplace bullying and harassment
- Gender sensitization
- Diversity and inclusion
- HR counselling guidelines
- Safety and security

INVESTIGATION: Following investigations are conducted as part of a panel and also as an independent third party:

- Workplace harassment
- Sexual harassment
- Hostile work environment
- Physical violence at the workplace
- Process violation
- Fraud and tampering of data
- Compliance violation
- Financial irregularities

COUNSELLING:

Counselling undertaken and offered for employees who require support and guidance on personal and other behavioural issues that impact their performance and behaviour at the workplace.

RETAINERSHIP/OMBUDSPERSON:

Independent third party to look into disputes, mediates, conduct/supports investigation. Suggests recommendations for resolution.