

Venture Infotek implements zero tolerance to Sexual Harassment at workplace

Mumbai, 25th August 2008..India's leading transaction processing and knowledge management company, Venture Infotek has implemented a policy on Sexual Harassment Redressal. Venture Infotek's endeavor is to create a non discriminatory environment with equality of opportunity to all its employees so that they give their best at the work place. This policy will be applied to all employees of Venture Infotek whether permanent, temporary, full time, and part time or outsourced employees in all their offices in India.

It has only been six years since sexual harassment was for the first time recognized by The Supreme Court as human rights violation and gender based systemic discrimination that affects women.

Ms. Mohini Divekar, Head – Human Resources, Venture Infotek, with the support of an external member Dr. Asha Bajpai, Faculty in Tata Institute of Social Science have formed the Sexual Harassment Redressal Committee (SHRC) for their female employees to address their complaints, which will then be preliminary investigated by the committee members within a period of 7 working days.

The functions of the SHRC will be to inquire into complaints from the female employees. SHRC committee members training sessions to spread awareness of this policy. Dr. Asha Bajpai will provide her insights on the topic and will provide counseling sessions for the staff of Venture Infotek. SHRC will be very strict in their actions whenever a complaint is lodged which amounts to offence under the Indian Penal Code, and will take the necessary criminal actions.

Commenting on the policy, Mr. Piyush Khaitan, Vice Chairman & Managing Director, Venture Infotek, said “We encourage an environment in which individuals are unafraid to discuss concerns and make complaints, thus we will endeavor to maintain complete confidentiality. If a victim or an employee has taken action in good faith to seek advice concerning a sexual harassment complaint, or is a witness or is a Committee member in the investigation of sexual harassment complaint, we will ensure the person will be protected against any reprisal, interference, coercion, discrimination or threat”

Announcing this policy, Mr. Khaitan added, “Venture Infotek's initiative in implementing this policy on Sexual Harassment Redressal is one more proactive step in the company's effort to curb this undesirable practice. Venture Infotek has a very strict Ethics Policy and Corporate Social Responsibility guidelines. Such policies are the company's way of demonstrating our commitment to our employees' well being and safety.”

About Venture Infotek:

Venture Infotek Global Pvt. Ltd. is India's leading ISO 9001:2000 transaction processing and knowledge management company. The company has practically built the Indian third party credit card processing industry from scratch. Having built a dominant position in the Indian Transaction Processing landscape over the past 10 years, Venture Infotek provides integrated end-to-end card payment solutions to organizations across industry verticals like banking, financial services, petroleum, retail and telecom. Venture Infotek manages payment card and other transactions emanating from over 140,000 Merchant locations in India, and managed card issuing programs for over 5,000,000 cards. Last year Venture Infotek processed 150 Mn transactions and commerce of Rs. 35,000 Cr. With a truly pan-India reach from Leh to Port Blair, Venture Infotek services are available in over 6,000 unique PIN codes across the country.

For more on Venture Infotek, please log on to www.ventureinfotek.com

For further information, please contact:

Chetan D'Souza, Corporate Communication
Venture Infotek Global Pvt. Ltd.
Email: chetan.dsouza@ventureinfotek.com
Tel: +91 22 4042 4000
Fax: +91 22 4042 4401