

Date: 08/1/2026

To,
The District Magistrate,
3rd Floor, New Collectorate Building,
6, Rishi Bankim Chandra Road,
Post + PS + District – Howrah, Pin – 711 101.


Respected Sir/Madam,

Sub: **Submission of Annual Report as per the requirement of Section 21 (1) of Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

This is with reference to the above-mentioned subject, we hereby submit the Annual Report of the Internal Complaint Committee on the prevention of Sexual Harassment for the Calendar Year 2025 intimating the following details:

Sr. No.	Particulars	Status
1	Number of complaints of Sexual Harassment received in the year	NIL
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending for more than 90 days	NIL
4	Number of workshops or awareness programme against sexual harassment carried out	1
5	Nature of action taken by employer or District Officer	NA

For **INTERNAL COMPLAINT COMMITTEE**

Sweta Singh


Sweta Singh
Chairwoman

E-mail ID: compliance@megaflex.in

Mobile No.: 9748242444



Date: 08/01/2026

To,
The District Magistrate,
3rd Floor, New Collectorate Building,
6, Rishi Bankim Chandra Road,
Post + PS + District – Howrah, Pin – 711 101.

Respected Sir/Madam,

Sub:Submission of Annual Report as per the requirement of Section 21 & 22 of Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013

This is with reference to the above-mentioned subject that we hereby submit the copy of the Annual Report for the Calendar year 2025 duly signed by the chairperson of the Internal Complaint Committee ("the Committee") pursuant to the provisions of section 21 (1) the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 read with the prescribed Rule 14 of the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

We hereby also submit the copy of the Report duly signed by the Director of the Company pursuant to the provisions of section 22 of the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The committee was constituted under the provisions of section 4 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 at our Factory Premises situated at Polypark, Plot No. PPD3, Vill. Sandhipur, Howrah – 711032, West Bengal.

Please convey your acceptance.

Thanking You,

Yours Faithfully,

For **MEGA FLEX PLASTICS LIMITED**

Sweta Singh

SWETA SINGHI

Company Secretary & Compliance Officer

Email ID: compliance@megaflex.in

Mobile No.: 97482 42444



Enclosed: Annual Report of Internal Complaint Committee for Calendar Year 2025

Date: 08/01/2026

To,
The Board of Directors,
Mega Flex Plastics Limited,
4, Ho Chi Minh Sarani,
Suite-2A, Kolkata-700071

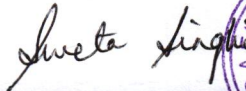

Respected Sir/Madam,

Sub: Submission of Annual Report as per the requirement of Section 21 (1) of Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013

This is with reference to the above-mentioned subject, we hereby submit the Annual Report of the Internal Complaint Committee on the prevention of Sexual Harassment for the Calendar Year 2025 intimating the following details:

<u>Sr. No.</u>	<u>Particulars</u>	<u>Status</u>
1	Number of complaints of Sexual Harassment received in the year	NIL
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending for more than 90 days	NIL
4	Number of workshops or awareness programme against sexual harassment carried out	1
5	Nature of action taken by employer or District Officer	NA

For **INTERNAL COMPLAINT COMMITTEE**

Sweta Singhi

Chairperson

E-mail ID: compliance@megaflex.in

Mobile No.: 9748242444



**MEGAFLEX
PLASTICS LTD.**

L25209WB2003PLC097273
POLYPARK, PLOT NO. PPD3,
VILL: SANDHIPUR, P.O. JOYNAGAR,
DIST. HOWRAH - 711 302
PH: +91-33-2661 6665
Email: info@megaflex.in
Url: www.megaflex.co.in

To,
The District Magistrate,
3rd Floor, New Collectorate Building,
6, Rishi Bankim Chandra Road,
Post + PS + District – Howrah, Pin – 711 101.

Respected Sir/Madam,

Sub: **Submission of Annual Report as per the requirement of Section 21 & 22 of Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

This is with reference to the above-mentioned subject, we hereby submit the following details in the Report of the Internal Complaint Committee on the prevention of Sexual Harassment for the Calendar Year 2025 along with the Annual Report of the Internal Complaint Committee:

Sr. No.	Particulars	Information
1	Number of cases filed during the year	NIL
2	Number of cases disposed off during the year	NA

For **MEGA FLEX PLASTICS LIMITED**

For Mega Flex Plastics Ltd.

Director

Hukum Chand Bothra
Managing Director
(DIN:00550653)
Place: Kolkata

Dated: 08-01-2026