

## POLICY ON PREVENTION OF SEXUAL HARASSMENT (POSH) AT WORKPLACE

### 1. POLICY OBJECTIVE

Lighthouse Learning Group and its group entities comprising of Corporate & Regional offices and all our company-run and company-operated K-12 school brands (“Organization”, “Company”) are committed to creating a safe environment where employees are treated with respect and dignity. Lighthouse believes that all team members, as well as other persons who have dealings with the organization, have the right to be treated with dignity.

Sexual harassment is an offence and therefore punishable. Our organization maintains a “zero-tolerance” policy toward sexual harassment and will address and investigate all complaints in a timely, comprehensive and equitable fashion, once provided with information to suggest that such harassment may have occurred. Violators of this policy will be subject to appropriate corrective and disciplinary action, up to and including expulsion or termination from the organization.

Our organization is dedicated to the free exchange of ideas and the professional development of all employees. The environment must promote the confidence to work, to innovate and to perform without the fear of harassment. The organization will do everything consistent with the enforcement of these guidelines and with the law to protect the privacy of the individuals involved and to ensure that the complainant and the respondent are treated fairly.

This Policy has been framed, in line with the provisions of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” of India (hereinafter referred to as the “Act”)

### 2. SCOPE & APPLICABILITY

At Lighthouse, we are committed to an inclusive and equitable workplace. By eliminating biases and promoting fairness, we create a dynamic, innovative workforce that reflects our dedication to justice and equality, ensuring a harmonious workplace for all.

This policy is gender-neutral and applies to all categories of employees, including permanent, fixed-term (contractual), temporary/ad-hoc employees, and trainees. It also extends to representatives of third-party service partners, contractors, and visitors on our premises. Our organization will not tolerate sexual harassment by clients, suppliers, or any other business associates.

This policy applies to all allegations of sexual harassment made by or against any employee / third party / visitor regardless of whether the incident occurred within or outside the organization’s premises. If sexual harassment occurs due to an act or omission by a third party or outsider, the organization will take all necessary and reasonable steps to support the affected individuals and prevent future incidents.

### 3. DEFINITIONS

#### A. WORKPLACE

- The workplace includes:
- All offices or other premises where the organization’s business is conducted (e.g.: client’s or vendor’s premises)
- All organization-related activities performed at any other site away from the organization’s premises.

- Any social, business or other functions/events where the conduct or comments may harm the workplace or workplace relations (eg: Annual Conferences, Official party/event, Company off-site, Annual staff picnic etc.)
- Organization-provided transportation for official travel
- Any virtual space (Zoom, Workplace, Google Meet, Skype, MS Teams, Hangouts etc.) or medium like messaging service (WhatsApp, Instagram, Snapchat, LinkedIn messaging, Facebook messenger etc.) blogs, social or professional networking sites used by employees to interact.

## B. SEXUAL HARASSMENT

Sexual harassment may occur not only when a person uses sexual behaviour to control, influence or affect the career, salary or job of another person, but also among co-workers/colleagues. It may also happen between an employee of our organization and someone that the employee interacts with as part their work who is not employed by the Organization.

“Sexual Harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication), but is not limited to:

1. Any unwelcome sexually determined behaviour, or pattern of conduct, that would cause discomfort and/or humiliate a person at whom the behaviour or conduct was directed namely:
  - i) Unwelcome sexual advances involving verbal, non-verbal, or physical conduct, implicit or explicit
  - ii) Physical contact and advances including (but not limited to) touching, stalking, sounds that have explicit and /or implicit sexual connotation/overtones, molestation
  - iii) Teasing, Voyeurism, innuendos and taunts with an implicit sexual connotation, physical confinement and /or touching against one’s will
  - iv) Demand or request for sexual favours
  - v) Sexually coloured remarks or remarks of a sexual nature about a person's clothing or body
  - vi) Display of pictures, signs etc. with sexual nature/ connotation/ overtones in the work area and work-related areas
  - vii) Showing pornography, making or posting vulgar/indecent/sexual pranks, teasing, jokes, demeaning or offensive pictures, cartoons or other materials through email, SMS, MMS, gestures etc.
  - viii) Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person’s wishes
  - ix) Giving gifts or leaving sexually suggestive objects
  - x) Eve teasing, innuendos and taunts, physical confinement against one’s will or any such act likely to intrude upon one’s privacy; persistent watching, following, contacting of a person; and
  - xi) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
2. The following circumstances if it occurs or is present in relation to any sexually determined act or behaviour amount to sexual harassment:
  - i) Implied or explicit promise of preferential treatment in employment;
  - ii) Implied or explicit threat of detrimental treatment in employment;
  - iii) Implied or explicit threat about the present or future employment status;
  - iv) Interference with the person’s work or creating an intimidating or offensive or hostile work environment; or
  - v) Humiliating treatment likely to affect health or safety.

An alleged act of sexual harassment committed during or outside of office hours falls under the purview of this policy. Further, it is important to note that whether harassment has occurred or not, does not depend on the intention of the people but on the experience of the aggrieved person.

**C. COMPLAINANT**

Any aggrieved employee/person who makes a complaint alleging sexual harassment under this policy

**D. RESPONDENT**

An employee/person against whom a complaint of sexual harassment has been made by the aggrieved person under this policy

**E. SPECIAL EDUCATOR**

A Special Educator means a person trained in communication with people with special needs in a way that addresses their individual differences and needs.

**4. COMPLAINTS REDRESSAL MECHANISM****A. INTERNAL COMMITTEE (IC) & GRIEVANCE COMMITTEE (GC)**

The organization has created appropriate complaint mechanisms in the form of the Internal Committee (IC) and Grievance Committee (GC) for time-bound redressal of the complaint made by the complainant.

As per the Act, the IC will hear the complaints filed by women employees. The GC will hear the complaints of employees other than women employees. The **IC and GC** are constituted at each location of Lighthouse Learning Group and its group entities.

**The IC/GC at each location comprises of:**

- a) The Presiding Officer who shall be a senior-level woman employed by the organization
- b) At least 2 members from amongst employees drawn from different functions.
- c) One external member (as required by law) from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment and who is not associated with Lighthouse Learning Group and its group entities. This is to prevent the possibility of any undue pressure or influence.
- d) At least 50% of the IC/GC will comprise women

If the complaint is against any of the panel members, they would be removed from the panel. The IC / GC members (as applicable) would recuse themselves in the event of any conflict. The details of the IC/GC members are available in **Annexures 1 to 6** and are notified to all covered persons at the locations and on L-HRMS.

**B. WHO CAN COMPLAIN?**

The complainant may make, in writing, a complaint of sexual harassment at the workplace. Under the following special circumstances, a person other than the complainant having the knowledge of the incident and consent of the complainant/guardian may make the complaint:

**In case of physical disability:**

- Complainant's relative
- Complainant's acquaintance
- Colleague
- An officer of the National Commission for Women or State Women's Commission
- Any person who has the knowledge of the incident, with the consent of the complainant

**In case of mental incapacity:**

- Complainant's relative
- Complainant's acquaintance
- Colleague
- Special educator
- Qualified psychiatrist/psychologist
- Guardian/authority under whose care the complainant is receiving treatment/care
- Any person with the knowledge of the incident, jointly with any person mentioned above

If the complainant for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with the complainant's written consent.

If the complainant is deceased, a complaint may be filed by any person who has knowledge of the incident, with the written consent of complainant's legal heir.

**C. CONTENTS OF A COMPLAINT & ITS INITIATION PROCEDURE**

The Complainant can approach any of the IC / GC members to discuss the entirety of the matter. Thereafter, the Complainant shall submit a written complaint via email to [internalcommittee@lighthouse-learning.com](mailto:internalcommittee@lighthouse-learning.com). The complaint must contain the following:

- Name of the Complainant
- A detailed description of each incident(s) with relevant dates, timings and locations;
- Name of the respondent(s) & witness(es) along with their contact details;
- Supporting documents

The written complaint is required to be filed to the IC/GC within 3 months from the date of the incident/last incident. The period of 3 months for filing complaint may be extended by the IC/GC by another 3 months, for the reasons recorded in writing, if IC/GC has a reason to believe that certain circumstances prevented the Complainant to file the complaint within the limitation period.

. Provided that where such a complaint cannot be made in writing, the Presiding Officer or any Member of the IC / GC shall render all reasonable assistance to the complainant for making the complaint in writing.

Suppose the initial complaint is made to a person other than an IC / GC member, then upon receiving such a complaint, it will be the responsibility of the complaint receiver to report the same to the IC /GC immediately.

**The IC / GC is responsible for:**

- Receiving complaints of sexual harassment at the workplace
- Initiating and conducting an inquiry as per the established procedure
- Submitting findings and recommendations of inquiries
- Coordinating with the Management in implementing appropriate action
- Maintaining strict confidentiality throughout the process as per established guidelines
- Submitting annual reports in the prescribed format

**D. ACTION ON RECEIVING THE COMPLAINT**

- Within 10 working days of receiving the complaint, the IC/GC will acknowledge the receipt of the complaint to the complainant

- Within 7 working days of receiving the complaint, IC/GC will send a copy of the complaint to the respondent to obtain a response.
- Within 10 working days of receiving the copy of the complaint, the respondent will have an opportunity to respond to the complaint in writing to the IC/GC.

The IC / GC must inform the complainant about the ensuing process and the informal or formal options available for the redressal. The choice of a process (formal or informal) rests with the complainant irrespective of IC's/GC's belief.

#### **E. RESOLUTION PROCEDURE THROUGH CONCILIATION**

- Once the complaint is received, the IC/GC will initiate the inquiry. However, **on request of the complainant**, the IC/GC may initiate a reconciliation meeting between the complainant and the respondent, provided no monetary settlement shall be made as to the basis of conciliation.
- The conciliation procedure takes place in a face-to-face meeting within 5 working days of the complainant's request for a reconciliation.
- The conciliation procedure allows the complainant and the respondent an opportunity to talk about the complaint and the ways of resolving it amicably on mutually agreed terms in the presence of IC/GC.
- In case a settlement is arrived at, the IC/GC records & reports the same to the Management for taking appropriate action. Resolution through conciliation happens within 21 working days of receipt of the complaint. The committee provides copies of the settlement to the complainant & respondent. Once the action is implemented, no further inquiry is conducted.
- The IC/GC must create an independent confidential file of the complaint and all subsequent related documentation including those presented by the complainant and the respondent. The outcome of the resolution through conciliation will be documented and retained on the personal file of the complainant and the respondent.

#### **F. RESOLUTION PROCEDURE THROUGH FORMAL INQUIRY**

##### **i) Conducting Inquiry**

The IC/GC will initiate an inquiry in the following cases:

- No conciliation is requested by the complainant
- Conciliation has not resulted in any settlement
- Complainant informs the committee that any term or condition of the settlement arrived through conciliation, has not been complied with by the respondent

The IC/GC proceeds to make an inquiry into the complaint within a period of 7 working days of its receipt of the original complaint/closure of conciliation/repeat complaint.

##### **ii) Manner and Procedure of inquiry into the complaint**

- The Complainant should submit all the details of the complaint to the IC/GC as mentioned in clause 4C, if not submitted earlier or in case of any new developments.
- The IC/GC will hold a meeting with the Complainant within a period of 15 working days from the receipt of the complaint and advance intimation will be given to the complainant. At the first meeting of the committee, the complainant will be heard and their statements will be recorded. The Complainant can produce corroborative material with documentary / oral material, if available, to substantiate their complaint.

- Upon receipt of the complaint, the IC/GC sends 1 copy of the complaint to the respondent within 7 working days and shall immediately proceed with the inquiry and communicate the same to the complainant and the respondent.
- The Respondent replies with all supporting documents within 10 working days of receiving the copy of the complaint. A copy of the respondent's written explanation will be shared with the Complainant.
- Thereafter, within a period of 5 working days of receiving the response from the respondent, the IC/GC will call the Respondent for a meeting and will be informed of the complaint and an opportunity will be given to the respondent to explain.
- The true copies of supporting documentary evidence submitted to the IC/GC should be attested by the Complainant and the Respondent.
- The IC/GC makes an inquiry into the complaint in accordance with the principles of natural justice and shall provide every reasonable opportunity to the Complainant and the Respondent for putting forward and defending their respective case. The witnesses of the complainant and the respondent shall be inquired by the IC/GC.
- No relative, friend, union representative or legal practitioner, can represent either the complainant or the respondent at any stage of the inquiry procedure. Except in cases where the complainant is unable to represent herself on account of physical/mental disability, the relatives/ legal representatives of the complainant are permitted to represent her during the course of the inquiry procedure
- The IC/GC shall complete the entire process of enquiry within a period of 90 days of its receipt of the original complaint/closure of conciliation/repeat complaint.
- In the event the complaint does not fall under the purview of sexual harassment or the complaint does not disclose an offence of sexual harassment, the IC/GC may drop the complaint after recording the reasons thereof.
- During the pendency of the inquiry, on a written request made by the complainant, the IC may recommend to the Management t

### iii) Interim relief

During the pendency of the inquiry, on a written request made by the complainant, the IC/GC may recommend to the Management to provide interim remedial measures as may be appropriate. Once the recommendations of interim relief are implemented, the same is informed to the IC/GC.

### iv) Termination of Inquiry

The IC/GC may terminate the inquiry or give ex-parte decision, if the complainant is absent for 3 consecutive hearings, without reason. 15-day written notice to be given to the complainant, before termination or ex-parte order.

## 5. ACTION AFTER THE INQUIRY

- Post the inquiry, where the IC/GC concludes that the allegation against the respondent has not been proved, it recommends to the Management that no action is required to be taken in this matter. Further, the IC/GC ensures that both parties understand that the matter has been fully investigated that the matter is now concluded and no action will be taken.
- Where the IC/GC concludes that the allegation against the respondent has been proved, it recommends to the Group CEO to take any of the following punitive actions:
  - i) Disciplinary action, including a written apology, reprimand, warning, censure;
  - ii) Withholding promotion/ pay raise/ increment;
  - iii) Change of work assignment or transfer for either the complainant or the respondent
  - iv) Termination of employment, with or without notice or any compensation in lieu of notice

- v) Counselling
- In addition, IC shall also recommend financial damages to be paid to the complainant via deducting (notwithstanding anything in the service rules applicable to the respondent) from the salary of the respondent as it may consider appropriate while deciding the amount they shall take into consideration:
  - i) Mental trauma, pain, suffering and emotional distress caused;
  - ii) Medical expenses incurred;
  - iii) Loss of career opportunity
  - iv) Income and financial status of the respondent.
- GC can also recommend financial damages and it is at the discretion of the management to implement the GC's recommendations.
- An inquiry must be completed within 90 days and a final report must be submitted by the IC/GC to the Management within 10 days thereafter. Such report will also be made available to the Complainant and the Respondent.
- The Management is obliged to act on the recommendations of the IC within 60 days of receipt of the Inquiry report.

## 6. MALICIOUS ALLEGATIONS

- Where the IC/GC finds the complaint to be false or malicious, it may recommend to the Management to take appropriate action against the Complainant, if deemed fit, in accordance with the provisions of the service rules applicable to him/her.
- Where the IC/GC concludes that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the Management to take appropriate action in accordance with the provisions of the service rules applicable to the said witness.

## 7. APPEAL

- Any person aggrieved from the recommendations of the IC and not satisfied with the findings of the IC or non-implementation of the IC's recommendations, may appeal to the appellate authority in accordance with the Act and rules, within 90 days of the recommendations being communicated.
- Any person aggrieved from the recommendations of the GC and not satisfied with the findings of the GC, may appeal to the Management within 90 days of the recommendations being communicated.

## 8. CONFIDENTIALITY

The identity of the complainant, respondent, witnesses, statements and other evidence obtained in the course of the inquiry process, recommendations of the IC/GC, the action taken by the Management is considered as confidential materials, and not published or made known to public or media. Any person contravening the confidentiality clauses is subject to disciplinary action as prescribed in the act.

## 9. IMPORTANT TIMELINES

<b>Submission of Complaint by the Complainant</b>	Within 3 months from the date of incident/last incident, further extended by 3 months (at IC/GC's discretion) in case the complainant is unable to file the same
<b>Acknowledgement of the Complaint by the IC/GC</b>	Within 10 working days of receipt of the complaint
<b>Notice to the Respondent by the IC/GC</b>	Within 7 working days of receiving copy of the complaint
<b>Respondent to file reply to the complaint and submit to IC/GC</b>	Within 10 working days of receiving copy of the complaint
<b>Completion of Inquiry</b>	Within 90 days of receiving copy of the complaint
<b>Submission of Report by IC/GC to Employer</b>	Within 10 days of completion of the inquiry
<b>Implementation of Recommendations</b>	Within 60 days of receiving the final investigation report from the IC/GC
<b>Appeal</b>	Within 90 days of the IC/GC recommendations



**Annexure 1**

Internal Committee (IC) / Grievance Committee (GC) for Lighthouse Learning Group Corporate Office, Mumbai

POSITION	COMMITTEE MEMBERS
Presiding Officer (Committee to be headed by a woman member)	<b>Madhavi Rai</b> E-mail: madhavi.raai@lighthouse-learning.com Phone No: 9004475088 Mumbai
A member from outside company (Independent law practicing professional)	<b>Sujata Kashyap</b> E-mail: sujatta.kashyapp@gmail.com Phone No: 9810147632 Mumbai
Committee members (At least 2 representatives)	<p><b>1. Rohit Kumar</b> Email: rohit.kumar@lighthouse-learning.com Phone No: 9920550055 Mumbai</p> <p><b>2. Natasha Mehta</b> E-mail: natasha.mehta@lighthouse-learning.com Phone No: 9004608880 Mumbai</p> <p><b>3. Srikala Nambiar</b> E-mail: srikala.nambiar@lighthouse-learning.com Phone No: 7304557222 Mumbai</p>

The IC/GC members would recuse themselves in the event of any conflict.

The Complainant can also reach out to the IC/GC via email at [internalcommittee@lighthouse-learning.com](mailto:internalcommittee@lighthouse-learning.com)

The above IC/GC for Lighthouse Learning Group Corporate Office, Mumbai will represent the following categories of employees –

- Employees in K-12 Cluster roles
- Employees from regional offices where an IC has not been constituted
- Employees working from locations without a physical office

ANNEXURE 2

IC & GC FOR BILLABONG HIGH INTERNATIONAL SCHOOLS

MUMBAI, BARODA & PUNE

Billabong High International School Malad				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
1	Madhavi Rai	Presiding Officer	madhavi.raai@lighthouse-learning.com	9004475088
2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Radhika Srinivasan	Committee Member	radhika.srinivasan@bh02.billabonghighschool.com	8108334425
4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Billabong High International School Juhu				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
1	Madhavi Rai	Presiding Officer	madhavi.raai@lighthouse-learning.com	9004475088
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4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Billabong High International School Mulund				
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5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Billabong High International School Baroda				
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5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

The IC/GC members would recuse themselves in the event of any conflict.

The Complainant can also reach out to the IC/GC via email at [internalcommittee@lighthouse-learning.com](mailto:internalcommittee@lighthouse-learning.com)

ANNEXURE 3

IC & GC FOR EUROSCHOOLS

MUMBAI

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4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
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## PUNE

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## BANGALORE & HYDERABAD

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EuroSchool Bannerghatta				
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EuroSchool Electronic City				
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4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
5	Shruthi Arun	Committee Member	shruthi.arun@lighthouse-learning.com	9986808000
EuroSchool Chimney Hills				
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4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
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EuroSchool HSR Layout				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
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4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
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EuroSchool Metro Campus				
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Vandana Vishnu	Committee Member	vishnu.vandana@es09.euroschoolindia.com	7036891149
4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
5	Shruthi Arun	Committee Member	shruthi.arun@lighthouse-learning.com	9986808000
EuroSchool Hi-Tec City				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Shibi Nair	Committee Member	shibi.nair@es09.euroschoolindia.com	9001103555
4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
5	Shruthi Arun	Committee Member	shruthi.arun@lighthouse-learning.com	9986808000

The IC/GC members would recuse themselves in the event of any conflict.

The Complainant can also reach out to the IC/GC via email at [internalcommittee@lighthouse-learning.com](mailto:internalcommittee@lighthouse-learning.com)

## ANNEXURE 4

## IC &amp; GC FOR PHOENIX GREENS SCHOOL OF LEARNING

## HYDERABAD

Phoenix Greens School of Learning				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
1	Madhavi Rai	Presiding Officer	madhavi.rai@lighthouse-learning.com	9004475088
2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Anju Sharma	Committee Member	anjusharma@phoenixgreens.com	8008774000
4	Muthu Kumar	Committee Member	muthu.kumar@lighthouse-learning.com	9892223377
5	Shruthi Arun	Committee Member	shruthi.arun@lighthouse-learning.com	9986808000

The IC/GC members would recuse themselves in the event of any conflict.

The Complainant can also reach out to the IC/GC via email at [internalcommittee@lighthouse-learning.com](mailto:internalcommittee@lighthouse-learning.com)

## ANNEXURE 5

## IC &amp; GC FOR CENTRE POINT SCHOOLS &amp; MOTHER'S PET KINDERGARTEN

Centre Point School Katol Road				
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Shilpee Ganguly	Committee Member	shilpee.ganguly@centrepointhighschools.com	9225210636
4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Centre Point School Dabha & Mother's Pet Kindergarten Dabha				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Perveen Cassad	Committee Member	perveen.cassad@centrepointhighschools.com	9890737101
4	Sujata Ghoshal	Committee Member	mpksujata.ghoshal@centrepointhighschools.com	7304951222
5	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
6	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Centre Point School International				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
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4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Centre Point School Wardhaman Nagar & Mother's Pet Kindergarten Wardhaman Nagar				
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3	Kanchan Ukey	Committee Member	kanchan.ukey@centrepointhighschools.com	9373212810
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5	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
6	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Mother's Pet Kindergarten Khmla				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

Mother's Pet Kindergarten Sadar				
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4	Kavita Chopra	Committee Member	kavita.chopra@lighthouse-learning.com	9867533322
5	Kshitij Singh	Committee Member	kshitij.singh@lighthouse-learning.com	9643598370

The IC/GC members would recuse themselves in the event of any conflict.

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## ANNEXURE 6

## IC &amp; GC FOR HERITAGE GROUP OF SCHOOLS

HIXS				
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4	Raman Bajaj	Committee Member	raman.bajaj@lighthouse-learning.com	9910012530
5	Nidhi Sharma	Committee Member	nidhi.sharma@lighthouse-learning.com	9871004444

HXLS, GCE				
Sr. No.	Name of the Committee Member	Position	Email ID	Contact No.
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
3	Kirandeep Kaur	Committee Member	kirandeep.kaur@gce.hxls.org	9910705080
4	Raman Bajaj	Committee Member	raman.bajaj@lighthouse-learning.com	9910012530
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HXLS, Sector 62				
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2	Sujata Kashyap	External Member	sujatta.kashyapp@gmail.com	9810147632
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4	Raman Bajaj	Committee Member	raman.bajaj@lighthouse-learning.com	9910012530
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HXLS - Noida				
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4	Raman Bajaj	Committee Member	raman.bajaj@lighthouse-learning.com	9910012530
5	Nidhi Sharma	Committee Member	nidhi.sharma@lighthouse-learning.com	9871004444

The IC/GC members would recuse themselves in the event of any conflict.

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## ANNEXURE 7

## IC &amp; GC FOR REGIONAL OFFICES

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4	Abhishake Garg	Committee Member	abhishake.garg@lighthouse-learning.com	8828480493
5	Sudeshna Basu	Committee Member	sudeshna.basu@lighthouse-learning.com	9836221238

Regional Office - Bangalore				
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3	Srikala Nambiar	Committee Member	srikala.nambiar@lighthouse-learning.com	7304557222
4	Shruthi Arun	Committee Member	shruthi.arun@lighthouse-learning.com	9986808000
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Regional Office - Gurugram				
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4	Nidhi Sharma	Committee Member	nidhi.sharma@lighthouse-learning.com	9871004444
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