



Bengal Chemicals & Pharmaceuticals Ltd.
(A Govt. of India Enterprise)
6, Ganesh Chunder Avenue, Kolkata- 700013

PER/1502/2026

06/02/2026

Circular

Sub: Formation of Internal Complaints Committee (ICC) of BCPL to prevent Sexual Harassment of Women Employees as per provision of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Further to our circular no. PER/1502/2024 dated 09/11/2024, the following employees will constitute the Internal Complaints Committee (ICC) of BCPL to prevent Sexual Harassment of Women Employees as per provision of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with immediate effect: -

Sl. No.	Members of the Committee	Position in the Committee
1	Ms. Susmita Biswas, Sr. Manager (Secretariat), BCPL	Presiding Officer
2	Ms. Dipika Gunin, Company Secretary, BCPL	Member
3	Mrs. Sujata Sinha, Asst. Grade- II, BCPL	Member
4	Shri Shirshendu Mohanta, Manager (Marketing), BCPL	Member
5	Dr. Ruma Gomes, President, National Human Rights and Corruption Prevention Organisation (NHRCPPO)	Member as an External Expert

This is issued with the approval of Competent Authority.

Banerjee 6/2/2026

(TAPAS BANERJEE)
MANAGER (HR & ADMIN.)

Distribution

All Concerned
All HoDs
Works Managers- MFY/PFY/KFY/MUMFY
Company Secretary
All Depot In-charges

Copy for information to- MD/ DF