

QUARTER - 4 (OCT-NOV-DEC) 2025

PRAMANTM

LEGAL | POSH | HR ADVISORY & CORPORATE COMPLIANCE | FOUNDATION

NEWSLETTER



PRAMANTM

Legal | POSH | HR Advisory | Foundation Quarter 4 at a Glance

- **PRAMAN FOR POSH** – Continued POSH compliance support and advisory services
- Strengthening of Internal Committees (ICs) through guidance and capacity building
- **PRAMAN LEGAL** – Legal representation and advisory in civil, criminal, and family law matters
- **PRAMAN HR** – Safety training and HR Advisory on workplace
- **PRAMAN FOUNDATION** – Ongoing community support initiatives under PRAMAN Foundation

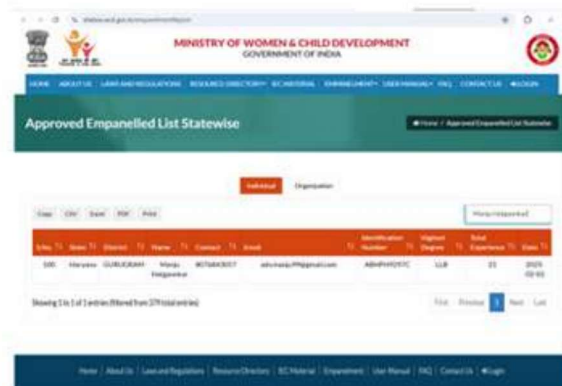
From the Founder's Desk

As we conclude Quarter 4, I extend my heartfelt gratitude to our clients, partners, collaborators, and well-wishers for your continued trust and support. This quarter has been a period of consolidation, impact, and meaningful engagement across legal practice, POSH compliance, HR advisory, and social outreach through PRAMAN Foundation. Our commitment to justice, dignity, and inclusive workplaces remains unwavering.

— Adv. Manju Parmar Hatgaonkar

Empaneled on SHE-Box Portal (MWCD) Govt. of India

🌸 Delighted to share that my profile as a POSH Expert, is now featured on the SHE-Box Portal, an initiative by the Ministry of Women and Child Development, Government of India. This reinforces my commitment to creating safe, inclusive & dignified workplaces through awareness, training, and compliance. 🌟 As a POSH Consultant, Legal Practitioner & External IC Member, I strive to uphold what PRAMAN truly believes in — 🌟 Truth. Trust. Transformation. 🌟



Read More on our website - www.pramanfoundation.com

PRAMAN for POSH

Legal Updates - Key POSH Case Law Highlights

1. Vineeth V. V. v. Kerala State Electricity Board & Ors. (Kerala High Court, 2025)

The Hon'ble Kerala High Court examined the procedural safeguards to be followed by the Internal Committee while conducting an inquiry under the POSH Act. The Court held that:

- Supply of the written complaint and relevant material to the respondent is mandatory
- Denial of documents amounts to violation of principles of natural justice
- An inquiry conducted in breach of prescribed procedure is liable to be set aside

Legal significance: The judgment reinforces that Internal Committees function as statutory authorities and must strictly comply with due process under the POSH Act and Rules.



2. Dr. Sohail Malik v. Union of India & Anr. (Supreme Court of India, 2025)

In this important decision, the Hon'ble Supreme Court clarified the jurisdiction and functional scope of Internal Committees under the POSH Act. The Court observed that:

- The POSH Act is a beneficial and remedial legislation
- Jurisdiction of the Internal Committee must be interpreted expansively to ensure access to justice
- Procedural and technical objections should not defeat the object of providing a safe workplace

Legal significance:

The ruling strengthens the effectiveness of the POSH mechanism and reiterates the employer's obligation to facilitate a meaningful and accessible redressal process.

PRAMAN for POSH – Compliance & Capacity Building

During Quarter 4, PRAMAN for POSH continued to support organizations in meeting their statutory obligations under the POSH Act, 2013. Key focus areas included:

- Advisory support to Internal Committees on inquiry processes and documentation
- Guidance on handling complaints with sensitivity, confidentiality, and fairness
- Awareness sessions emphasizing prevention, respect, and organizational responsibility
- Continued engagement as External IC Member for organizations across sectors

Our approach remains practical, legally sound, and empathetic, ensuring compliance while fostering safe and respectful workplaces.

PRAMAN Legal -

**Proud to Serve the Community with
Adhivakta Parishad, Gurugram**

Adhivakta Parishad, Gurugram has started an important initiative — Nyay Kendra, a permanent Centre to provide legal support. Here, experienced legal advisers will offer free legal guidance to anyone who needs support. As a Mantri of the new team, I am happy to share that we recently organized a Free Legal Services Camp in Gurugram under the guidance of Adv. Pawan Raghav, President and Adv. Manish Shandilya, Mahamantri. Many people attended and received the help they needed.

We will continue working to make legal help simple, accessible, and free for everyone who needs it.

RERA Relief Does Not Bar Arbitration Interim Protection

Delhi High Court — December 24, 2025

(Lead case: Rahul Bhargava & Anr. vs. M/s Neo Developers Pvt. Ltd.)

Key Holding

The Court held that securing relief under RERA does not preclude parties from seeking interim protection under Section 9 of the Arbitration & Conciliation Act, 1996, where an arbitration agreement exists.

Legal Significance

- Clarifies that RERA filings and arbitration remedies can coexist, subject to the type of relief sought.
- Parties can approach arbitral tribunals for interim preservation measures even after initiating RERA proceedings.
- Emphasizes a complementary interplay between RERA remedies and arbitration law.

♦ This judgment is particularly useful when arbitration clauses are present in contracts, but regulatory rights under RERA are also invoked.

Professional Practice Highlight

PRAMAN Legal continued to provide dedicated legal services in:

Civil and criminal litigation

Family and matrimonial matters

Advisory on gender justice-related issues

Legal consultations focusing on rights, remedies, and procedural clarity

With over two decades of combined corporate and legal experience, our focus remains client-centric, ethical, and solution-oriented.



Legal Updates

High Court dismissed the bail of an old man accused of gangrape of minor

Case Title: Channappar v. State of Karnataka

The Karnataka High Court, presided over by Justice S. Rachaiah, dismissed the bail appeal of a 68-year-old man accused in the gangrape of a 14-year-old girl. The crime was discovered after the victim's mother learned of her daughter's pregnancy during a hospital visit. The victim alleged that the appellant and four others repeatedly assaulted her, exploiting her poverty and innocence by luring her with food and clothes.

The Court delivered a stern rebuke, labeling the assault a "ruthless act" exacerbated by the victim's vulnerable socio-economic and community background.

Critically, the Bench highlighted the appellant's age, stating that as a senior citizen, he had a moral obligation to prevent such heinous crimes or alert village elders. Instead, his participation was deemed "outrageous."

Consequently, the Court ruled that the gravity of the offense under the POCSO and SC/ST Acts outweighed any grounds for bail.

PRAMAN HR –

Empowering Factory Workforce with Essential First Aid Skills 🚑

Praman Foundation conducted an on-site First Aid Training session for the employees of one of our esteemed clients. The training was facilitated inside the factory premises to ensure maximum participation and hands-on learning.

The session covered:

- ✓ CPR demonstration
- ✓ Bleeding control techniques
- ✓ Handling fractures and burns
- ✓ Emergency response steps
- ✓ Practical exercises using mannequins

At Praman Foundation, we strongly believe that every working woman must be equipped with basic first aid knowledge. In moments of emergency, timely and correct action can save lives — and empowering women with these skills not only enhances workplace safety but also builds confidence and preparedness.

A special thanks to the participants for their enthusiasm and to our client for trusting Praman Foundation with this important initiative.



PRAMAN HR –

Advisory & Compliance, Training & Recruitment

Quarter 4 also witnessed continued engagement in HR advisory and compliance support, particularly in areas intersecting law, policy, and people practices. Our services emphasized:

- Aligning organizational policies with legal compliance
- Supporting HR professionals with practical legal insights
- Bridging the gap between law, HR, and workplace culture



Effective 21 November 2025, all four Labour Codes have come into force, replacing 29 central labor laws nationwide. This landmark step aims to streamline compliance, expand social security, and modernize workplace standards for organizations across sectors. While the Codes are notified, specific Central and State rules are awaited. Businesses must proactively assess compliance requirements, review policies, and ensure readiness across HR, Finance, Payroll, and Legal functions. At

Praman HR, we are ready to guide you through these changes with holistic compliance reviews and policy alignment support. Let's connect to ensure your organization is fully prepared for this significant transition.

Praman Foundation

Giving Back, One Drop at a Time! ❤️🌟

Had the opportunity to partnering a Blood Donation Camp organized by Rotary Club Cosmopolitan Gurgaon at DAV School, Sector 14, Gurgaon. It was truly heartwarming to see so many volunteers come forward to contribute towards saving lives.🌟

A big salute to the Rotary Club team and the DAV School community for their thoughtful initiative and seamless organization. Such drives remind us how small acts of kindness can make a big difference.💛

Let's continue to support and participate in these noble causes - because every drop counts!💧



Praman Foundation Community & Social Impact

PRAMAN Foundation remained committed to its mission of supporting deprived women, underprivileged children, and vulnerable senior citizens. Quarter 4 activities focused on:

- Legal awareness and rights-based guidance
- Emotional and social support initiatives
- Continued advocacy for dignity, equality, and access to justice

Every step taken reinforces our belief that social responsibility and professional excellence must go hand in hand.

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🌟"HAPPY NEW YEAR - 2026"

Thank You for Being Part of the PRAMAN Journey

Your trust and association motivate us to continue working towards justice, dignity, and inclusive growth. We look forward to your continued support in the coming year. Warm regards,

Team PRAMAN
Legal | POSH | HR | Social Impact