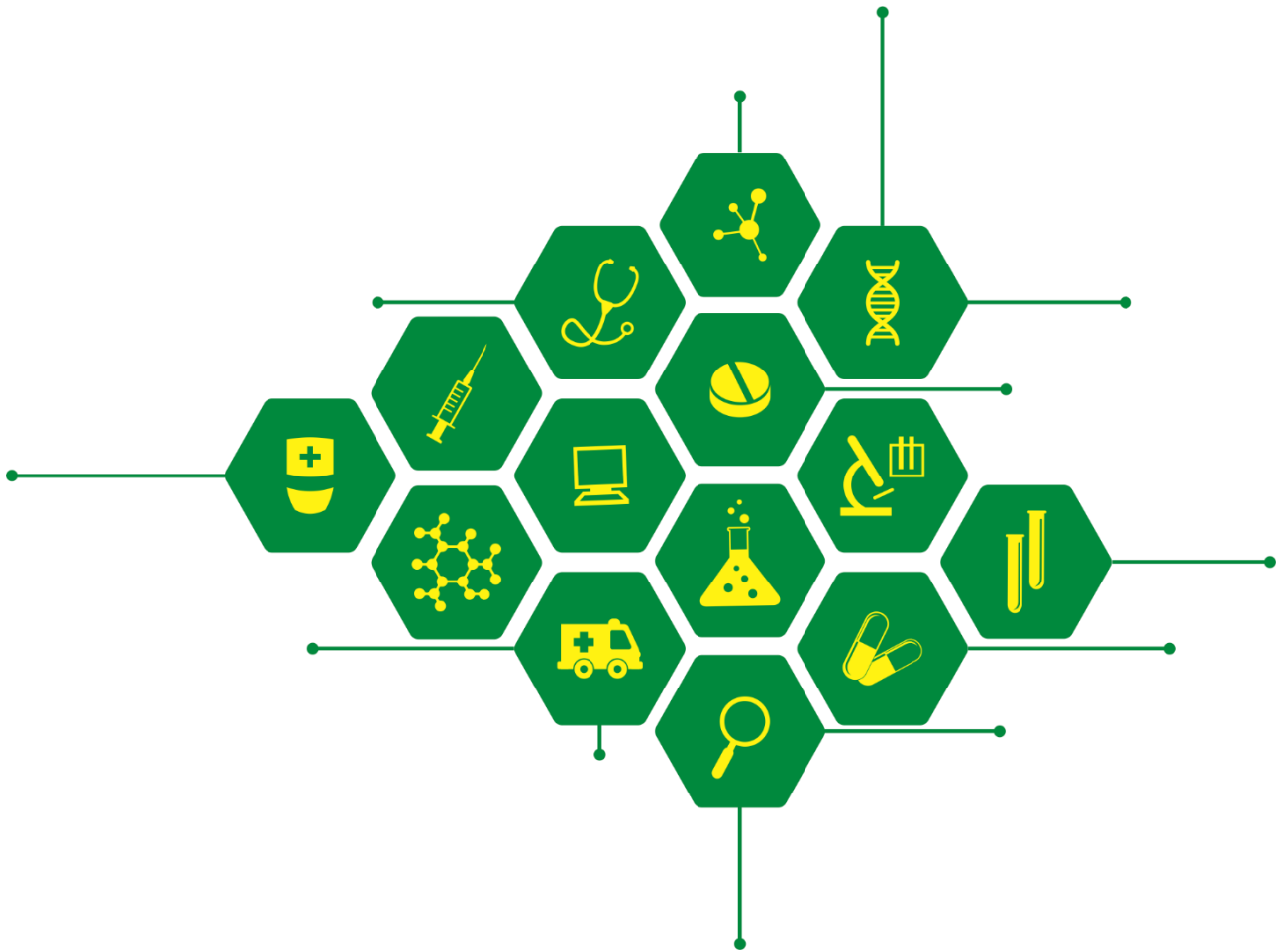


Policy for prevention, prohibition and redressal of sexual harassment of Employees'



Department	Human Resources
Document No /Policy ID:	HR/MHL/08
Version	III
Policy Title	Policy for prevention, prohibition and redressal of sexual harassment of Employees'
Prepared By	Indu Bhargava (Lead - Sales Excellence)
Reviewed By	Tarun Gaur (Head-HR Ops & Automation)
Approved By	Ishita Medhekar Chief People Officer
Effective Date	02-Feb-2024



POLICY FOR PREVENTION, PROHIBITION AND REDRESSAL OF SEXUAL HARASSMENT OF EMPLOYEES AT METROPOLIS HEALTHCARE LIMITED (MHL) & ITS SUBSIDIARY COMPANIES GLOBALLY

1) OBJECTIVE AND APPLICABILITY

The objective of this policy is to safeguard the interests of Employee and to provide them with much needed support for protection and redressal against sexual harassment in the Company. This policy ensures that Employee shall have a safe working environment which will enable them to work in a more productive manner, thereby enhancing Companies growth. Employees, in the course of their work, must strictly adhere to the policy at all times.

To ensure that MHL & its subsidiary (herein referred to as “**The Company**”) implements the policy in letter & spirit by undertaking all necessary and reasonable steps to provide a safe environment free of discrimination and violation against Employee. The Company is clearly outlining and actively discouraging the non-acceptable actions / behaviours which lead to direct / indirect harassment of any Employee at workplace.

To set up mechanism for prevention of, protection from and punishment of sexual harassment of Employee at the workplace.

The Company adopts a policy of non-tolerance against any such conduct that violates the guidelines set by the law.

2) BACKGROUND

The Legislature has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the “**Act**”) on 22nd April, 2013 in order to protect the interests of women and launch a platform for prevention and redressal of complaints related to sexual harassment and allied matters.

The Central Government through its Notification No. 2733 has notified that the Act will be effective from 9th December 2013.

Metropolis Healthcare Limited (hereinafter referred to as “**MHL**”) and its subsidiary, both in India and abroad (Collectively referred to as “Metropolis Group”) fall within the ambit of the Act. Hence, Metropolis Group is bound by its provisions and to fulfil the directives of the law “**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013**”, mandating all employers and responsible persons to develop and implement a policy to protect against sexual harassment of women at the workplace, this policy has been enunciated and adopted in the Board Meeting, it is further revised and amended in board meeting held on 11th November 2019.

The employees of Metropolis Group and all concerned with the implementation of this policy are therefore required to exercise diligence and be sensitive to the provisions of this policy pertaining to sexual harassment.

3) DEFINITIONS

1. “**Aggrieved Employee**” means –
In relation to Metropolis Group, means an Employee of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
2. “**Appropriate Government**” shall mean the appropriate Government under which Corporate Office Level / SBU Level Office is covered.
3. “**District Officer**” means an Officer whom –
The appropriate Government may notify as a District Officer for every District to exercise powers or discharge functions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
4. “**Employee**” means a person employed in Metropolis Group for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are expressed or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

5. **“Employer”** means any person responsible for the management, supervision and control of the workplace. ‘Management’ includes the person or Board or Committee responsible for formulation and administration of policies. The management of Metropolis Healthcare Limited (MHL) and its subsidiary, both in India and abroad (Collectively referred to as “Metropolis Group”).
6. **“Disciplinary Authority” means** the Global HR Head or any other Officer nominated by the Company / Global HR Head who is empowered to inflict any punishment as indicated in the policy.
7. **“Sexual harassment”** includes but not limited to any of the following acts or behaviour (whether directly or by implication) namely –
 - i. Physical contact and advances; or
 - ii. A demand or request for sexual favours; or
 - iii. Making sexually coloured remarks; or
 - iv. Showing pornography; or
 - v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
 - vi. Besides, the following circumstances **among other circumstances if it occurs or is present in relation to or connected to any act of sexual harassment** may also amount to sexual harassment:
 - a. Implied or explicit promise of preferential treatment in their employment; or
 - b. Implied or explicit threat of detrimental treatment in their employment; or
 - c. Implied or explicit threat about their present or future employment status; or
 - d. Interference with their work or creating an intimidating or offensive or hostile work environment for their; or
 - e. Humiliating treatment likely to affect their health or safety

The following acts or omissions are examples of what may be considered sexual harassment and comes under the purview of this policy (illustrative and not exhaustive)

- i. Eve-teasing, innuendos and taunts, physical confinement against ones will or any such act likely to intrude upon one’s privacy.
 - ii. Gender based insults or sexist remarks.
 - iii. Unwelcomed sexual overtone in any manner such as over telephone (obnoxious telephone calls), text messages, e-mails or so on social media.
 - iv. Touching or brushing against any part of the body.
 - v. Showing pornography, making or posting sexual pranks, sexual teasing, sexually demeaning or offensive pictures, cartoons, pamphlets or sayings in any manner including emails, SMS, MMS etc.
 - vi. Physical contact and advances, persistent watching, following, contacting of a Person
 - vii. Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person’s wishes.
 - viii. Giving gifts or leaving objects that are sexually suggestive.
 - ix. Demand or request for sexual favours
 - x. Any other unwelcomed physical, verbal or non-verbal conduct of sexual nature.
8. **“Workplace”** includes –
 - i. All offices or other premises where Metropolis Group’s business is conducted.
 - ii. All company-related activities performed at any other site away from the Metropolis Group’s premises.
 - iii. Any place visited by the employee arising out of during the course of employment including transportation provided by the company.
 - iv. It also includes any such locations where employee visits to carry out Company’s business or attend any seminar, training, conferences etc. or attend function including get-together and picnic organized by the Company

9. **“Presiding Officer”** means the Presiding Officer of the Internal Committee As per amendment to the POSH Act, 2013 in May 2016 the word Complaints has been dropped. It should be only Internal Committee (IC) (by Anagha) Committee who has been nominated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 who shall be a woman employed at a senior level in the Company and who shall hold this office for a period of not more than three (3) years.
10. “Complaint” means a voiced objection or the allegation by the Complainant or any other person (whether in writing or oral) of sexual harassment by the Respondent that forms the basis of an investigation under this policy.
11. “Complainant” means the person (s) against whom an incident (s) of sexual harassment has been allegedly committed.
12. “Respondent” means a person against whom a complaint of sexual harassment has been made/filed.

4) **SCOPE**

This policy applies to all categories of employees of the Company, including permanent management and workmen, temporary workers, trainees and employees on contract at its workplace or at client sites. The Company will not tolerate sexual harassment, if engaged in by clients or any other business associates.

5) **INTERNAL COMMITTEE**

I. **CONSTITUTION OF INTERNAL COMMITTEE:**

As required under the Act, Considering Company spread and complexity the Company provides two level Redressal Mechanism consisting of Corporate Office Level Internal Committee, at Corporate Office, Mumbai Level and SBU Level Internal Committee, at SBU Office.

Corporate Office & SBU Level Internal Committee (IC):

The company has constituted for IC one for each SBU. The Internal Committee shall consist of members who are employees of the Company and one external representative. The composition of the Internal Complaints Committee shall be as under, until rescinded:

1. Presiding Officer, who will act as the Presiding Officer
2. Members of the Committee:

a. **Employees of the Company:**

- i) Presiding Officer: Presiding officer who shall be a woman employed at a senior level at workplace from amongst the employees
- ii) Not less than two members amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge. Any other women employee having legal background.
- iii) Any other person having legal knowledge
- iv) Member of the one SBU committee can be member of another SBU committee on rotation for a different tenure.

b. **External Representative**

- i. As may be appointed by the Board of Directors from time to time / One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.
- ii. The Name of the members of each of the committee is listed in the appendant is the policy.
- iii. The Presiding Officer and every member of the Committee shall hold office for a period not exceeding three (3) years barring External Representative.

c. Powers of the internal committee

In case of making an inquiry, the Internal Complaints Committee is vested with the same powers as that of a Civil Court under the Code of Civil Procedure, 1908 in respect to the following matters:

- a) Summoning and enforcing the attendance of any person and examining him on oath;
- b) Requiring the discovery and production of documents; and
- c) Any other matter which may be prescribed under the law for the time being in force.

Procedure for registering complaint:

- i. Any aggrieved employee may make a complaint in person or in writing to within period of three months of its last occurrence:
 - a) Internal complaints committee of the SBU.
 - b) E-mail to amrita.binu@metropolisindia.com
- ii. Where the aggrieved woman/employee is unable to make complaint on account of their physical or mental incapacity or death or otherwise, their legal heir or such other person as may be prescribed may make a complaint under this section.
- iii. If the complaint is oral, it shall be reduced in writing by the HR SPOC or IC member receiving the complaint and the same shall be authenticated by the Aggrieved employee under their dated signature or thumb impression as the case may be.
- iv. Upon receipt of the complaint, acknowledgement will be provided and record of the same will be maintained.
- v. The complaint should include the contact details of the aggrieved victim such as name, address, contact number, department etc. in both cases above, the written complaint/email must provide the details of the incident together with the name/s of, the alleged harasser/s and the victim/s as available.

6) HANDLING COMPLAINTS AND ENQUIRY**I. CONCILIATION MECHANISM:**

- 1) On getting to know about the incident IC will be to make an attempt to resolve the raised issue through mutual discussion between the aggrieved person and the harasser. The joint discussion will be considered based on the gravity of misconduct as construed by the aggrieved and their consent to adopt the conciliation process.
- 2) On the request of the aggrieved, within 1 week the IC should ensure that the aggrieved person is not opting for conciliation under any force / threat, will take steps towards settling the matter between the aggrieved and the respondent through the process of separate and joint meetings.
- 3) During the process of conciliation, the IC will endeavor to assist the aggrieved person to resolve the matter and reach amicable resolution by means of meetings and discussions.
- 4) No monetary settlement shall be made basis of the conciliation.
- 5) The aggrieved employee will have the right to withdraw from the conciliation process by stating the reasons for withdrawal to the IC. If the settlement is acceptable to the aggrieved employee and the respondent, the IC will record the terms of settlement and file a closure report with the HR department to take further action as recorded in the settlement.
- 6) Copies of the settlement shall be provided to the aggrieved person and the respondent. All persons involved in the conciliation will maintain the dignity and confidentiality of the persons involved.
- 7) IC will not do further enquiry on the complaint, Reasonable follow up shall be maintained with the aggrieved person by the HR department / ICC.
- 8) If the conciliation does not stop the behavior and if any of the terms mentioned in the settlement are not complied with the IC shall proceed to make inquiry into the complaint using the formal procedure.
- 9) Where it is proposed to hold an inquiry against the respondent, the IC with help of HR shall draw up a formal charge sheet

II. FORMAL COMPLAINT MECHANISM:

The aggrieved complainant can make a complaint in writing to the Internal Committee within a period of three (3) months from the date of the incident or the last incident, as the case may be.

In case the Committee is satisfied that the victim could not make a complaint within a period of three (3) months, then it can extend the time further by three (3) months.

In case the complaint cannot be made by the aggrieved employee, the complaint can be filed by –

- a. Their relative or friend
- b. Their co-worker
- c. An officer of the National Commission for women or State Women's Commission,
- d. Any person who has knowledge of the incident, with the written consent of the aggrieved woman

In case the aggrieved employee is unable to make a complaint due to their mental incapacity, it may be filed by –

- a. Their relative or friend
- b. A special educator
- c. A qualified psychiatrist or psychologist
- d. The guardian or authority under whose care she is receiving treatment or care
- e. Any person who has knowledge of the incident jointly with their relative or friend or a special educator or qualified psychiatrist or psychologist, or guardian or authority under whose care she is receiving treatment or care.

Where the aggrieved employee for any other reason is unable to make a complaint, it may be filed by any person who has knowledge of the incident after obtaining their written consent.

Where the aggrieved employee is deceased, it may be filed by any person who has knowledge of the incident, with the written consent of their legal heir.

7) INQUIRY PROCEEDINGS

- i. The inquiry shall be done in accordance to the POSH Act, 2013
- ii. The Complainant shall submit six (6) copies of the complaint along with the supporting documents and names and addresses of the witnesses.
- iii. On receipt of the complaint, the Committee shall send one (1) of the copies received from the aggrieved woman to the respondent within a period of seven (7) working days.
- iv. The respondent shall file his reply to the complaint along with his list of documents, and names and addresses of the witnesses, within a period not exceeding ten (10) working days from the date of receipt of the same.
- v. The Committee shall have the right to terminate the inquiry proceedings or to give an ex-parte decision on the complaint, if the complainant or respondent fails, without sufficient cause, to present themselves for three (3) consecutive hearings convened by the Chairperson or Presiding Officer, as the case may be.
- vi. However, such termination or ex-parte order shall be passed only after giving a notice in writing 15 days in advance to the party concerned.
- vii. The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Complaints Committee.
- viii. A minimum of three (3) members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present.
- ix. The inquiry shall be completed within a period of ninety (90) days.

8) ACTION DURING PENDENCY OF INQUIRY

1. During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Complaints Committee may recommend Metropolis Group to:
 - i. Transfer the aggrieved woman or the respondent to any other workplace; or
 - ii. Grant leave to the aggrieved woman up to a period of three months; or
 - iii. Grant such other relief to the aggrieved woman as may be prescribed.
2. The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.
3. Metropolis Group shall implement such recommendations made by the Internal Complaints Committee.

9) ACTION TO BE TAKEN AGAINST THE HARASSER

In case the Internal Committee finds the Alleged Harasser guilty of sexual harassment, it can recommend the following action:

1. In case Metropolis Group is unable to make such deduction from the salary of the Harasser due to his being absent from duty or cessation of employment, it may direct to the Harasser to pay such sum to the aggrieved woman.
2. In case the Harasser fails to pay such sum, the Internal Complaints Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.
3. Metropolis Group shall act upon the recommendation within sixty days (60) of receipt of the same from the Internal Complaints Committee.

10) COMPENSATION

In the matter of determining compensation, Metropolis Group shall have regard to the following:

1. The mental trauma, pain, suffering and emotional distress caused to the victim
2. The loss in the career opportunity due to the incident of sexual harassment
3. Medical expenses incurred by the victim for physical or psychiatric treatment
4. The income and financial status of the respondent

11) INQUIRY REPORT TO BE SUBMITTED TO THE EMPLOYER (MHL Group)

The Internal Complaints Committee shall provide a report on the findings of the Inquiry to the Employer (MHL Group) within a period of ten (10) days from the date of completion of the Inquiry.

12) CONCILIATION

No monetary settlement shall be made as a basis of conciliation.

13) CRIMINAL PROCEEDINGS

Where the conduct in question amounts to a specific offence under the Indian Penal Code, 1860, then the Committee constituted may initiate appropriate action in accordance with the law by making a complaint to the appropriate authorities.

Sr. No	Section #	Offence	Punishment	Cognizable/ Non-cognizable
1	354	Outraging the modesty of a woman/employee Assault or use of criminal force to any woman, intending to outrage or knowing it to be likely that modesty would be outraged.	Simple/ Rigorous Imprisonment for a term which shall not be less than one year but which may extend to five years; and fine.	Cognizable

2	354-A	Sexual harassment by a man (i) Physical contact and advances involving unwelcome and explicit sexual overtures (ii) Demand or request for sexual favours; (iii) Showing pornography against the will of a woman; or (iv) Making sexually coloured.	Offences (i), (ii) and (iii) are punishable with rigorous imprisonment for a term which may extend to three years, or with fine, or with both. Offence (iv) is punishable with simple/ rigorous imprisonment for a term which may extend to one year, or with fine, or with both.	Cognizable
3	354-B	Assault or use of criminal force to woman/employee with intent to disrobe Assault or use of criminal force to any woman or abetment of such act with the intention of disrobing or compelling her to be naked.	Simple/Rigorous imprisonment for a term which shall not be less than three years, but which may extend to seven years, and fine.	Cognizable
4	354-C	Voyeurism Watching, or capturing the image of a woman engaging in a private act in circumstances where she would usually have the expectation of not being observed either by the perpetrator or by any other person at the behest of the perpetrator or disseminates such image.	First conviction: Simple/ Rigorous imprisonment for a term which shall not be less than one year, but which may extend to three years, and fine. Second or subsequent conviction: Simple/ Rigorous imprisonment for a term which shall not be less than three years, but which may extend to seven years, and fine.	Cognizable

14) APPEAL

If the Complainant is not satisfied with the recommendations of the Internal Complaints Committee, she can appeal to the Court or Tribunal within ninety (90) days from the date of the recommendations to the District Officer or to the Employer (MHL Group).

15) ACCESS TO REPORTS AND DOCUMENTS

All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the Company except where disclosure is required under disciplinary or other remedial processes.

16) PROTECTION TO THE COMPLAINANT

The Complainant shall not be subject to any form of reprisal. Disciplinary action shall be taken against reprisal.

17) REPORTING CHANNEL

Any employee who is a victim of sexual harassment can address their complaint to any of the following members, whose contact details are specified below:

Designation	Name	Email Id	Mobile No.
Head Organisation & Talent Management(AVP)	Amrita Kachroo Binu	Amrita.binu@metropolisindia.com	9892049859

Will act as the Presiding Officer (Chairperson) of the Committee.

18) VIOLATION

All employees must ensure that they do not abuse or violate the provisions of this policy. If the victim makes a complaint knowing the same to be malicious, frivolous or untrue, Metropolis Group shall initiate disciplinary action accordingly.

19) REVIEW

This policy is subject to be reviewed as and when amendments or notifications are made by the Legislature in this regard.

20) CIRCULATION OF THIS POLICY

The contents of this policy shall be brought to the notice of all the employees through email and also to the new joiners at the time of joining the Company.

21) CONCLUSION

Metropolis Group endeavours to create a safe working environment for employee in order to nurture the best talent within them and motivate them to grow. This policy will ensure that everyone is treated with dignity and respect in the Company.

Sr. No	Member Name	Member Detail	Region	Gender	Email ID	Contact No
1	Amrita Binu	Presiding Officer	Corporate	F	amrita.binu@metropolisindia.com	9892049859
2	Arti Chaudhry	External Member	Corporate	F	arti_chaudhry@artichaudhry.com	9810318252
3	Indu Bhargava	Internal Member	Corporate	F	indu.bhargava@metropolisindia.com	9810717390
4	Sushanta Jain	Internal Member	Corporate	M	sushanta.jain@metropolisindia.com	9954049330
5	Glen Menezes	Internal Member	Corporate	M	glen.menezes@metropolisindia.com	9892049556
6	Deepika Kumari	Internal Member	Corporate	F	kumari.deepika@metropolisindia.com	8007893595
7	Archa Talwar	Internal Member	Corporate	F	archa.talwar@metropolisindia.com	9898549759
8	Amrita Binu	Presiding Officer	Central	F	amrita.binu@metropolisindia.com	9892049859
9	Arti Chaudhry	External Member	Central	F	arti_chaudhry@artichaudhry.com	9810318252
10	Dr. Alap Christy	Internal Member	Central	M	alap.christy@metropolisindia.com	9167005977
11	Glen Menezes	Internal Member	Central	M	glen.menezes@metropolisindia.com	9892049556
12	Dr. Kavita Munjal	Internal Member	Central	F	kavitamunjal.im@metropolisindia.com	9826076075
13	Indu Bhargava	Internal Member	Central	F	indu.bhargava@metropolisindia.com	9810717390
14	Dr Varsha Birla	Internal Member	Central	F	varsha.birla@metropolisindia.com	8879991665
15	Santosh Manickam	Internal Member	Central	M	santhosh.manickam@metropolisindia.com	9967080968
16	Piyush Upadhyay	Internal Member	Central	M	piyushupadhyay.n@metropolisindia.com	9821593726
17	Amrita Binu	Presiding Officer	West	F	amrita.binu@metropolisindia.com	9892049859
18	Arti Chaudhry	External Member	West	F	arti_chaudhry@artichaudhry.com	9810318252
19	Indu Bhargava	Internal Member	West	F	indu.bhargava@metropolisindia.com	9810717390
20	Glen Menezes	Internal Member	West	M	glen.menezes@metropolisindia.com	9892049556
21	Sheena	Internal Member	West	F	sheena.mohan@metropolisindia.com	9810902940
22	Amit Mehta	Internal Member	West	M	amit.mehta@metropolisindia.com	7276562656

23	Dr. Moumita	Internal Member	West	F	moumita.misra@metropolisindia.com	887998 1696
24	Dr. Smita Sudke	Internal Member	West	F	smitta.sudke@metropolisindia.com	814257 4303
25	Dr. Sanjay Gohil	Internal Member	West	M	sanjay.gohil@metropolisindia.com	986737 8450
26	Ashley	Internal Member	West	M	ashley.a@metropolisindia.com	917511 1195
27	Amrita Binu	Presiding Officer	North	F	amrita.binu@metropolisindia.com	989204 9859
28	Arti Chaudhry	External Member	North	F	arti_chaudhry@artichaudhry.com	981031 8252
29	Bhoopendra Singh Rajawat	Internal Member	North	M	bhoopendra.rajawat@metropolisindia.com	983104 9151
30	Tarun Gaur	Internal Member	North	M	tarun.gaur@metropolisindia.com	991004 1291
31	Dr. Mehak	Internal Member	North	F	mahaksharma.n@metropolisindia.com	916651 6000
32	Ashish Saklani	Internal Member	North	M	ashish.saklani@metropolisindia.com	981145 5480
33	Amrita Binu	Presiding Officer	East	F	amrita.binu@metropolisindia.com	989204 9859
34	Arti Chaudhry	External Member	East	F	arti_chaudhry@artichaudhry.com	981031 8252
35	Sajith P	Internal Member	East	M	sajithp.lm@metropolisindia.com	988497 7766
36	Siddharth Shankar Chakravarty	Internal Member	East	M	siddhartha.chakrabarti@metropolisindia.com	704405 3707
37	Indu Bhargava	Internal Member	East	F	indu.bhargava@metropolisindia.com	981071 7390
38	Amrita Binu	Presiding Officer	South	F	amrita.binu@metropolisindia.com	989204 9859
39	Arti Chaudhry	External Member	South	F	arti_chaudhry@artichaudhry.com	981031 8252
40	Karthik Kumar M	Internal Member	South	M	karthikm.lm@metropolisindia.com	733885 1053
41	Biju Pillay	Internal Member	South	M	bijur.ei@metropolisindia.com	984687 8000
42	Sajith P	Internal Member	South	M	sajithp.lm@metropolisindia.com	988497 7766
43	Dr. Kavita. A	Internal Member	South	F	kavithaa.lm@metropolisindia.com	984024 6535
44	Kavita V	Internal Member	South	F	kavita.lm@metropolisindia.com	917600 9166
45	Suja Ramanathan	Internal Member	South	F	suja.ramanathan@hitechlabsindia.in	984056 0380

46	Milli Mohandas	Internal Member	South	F	milim.ei@metropolisindia.com	808948 0200
47	Devi B	Internal Member	South	F	devi.b@hitechlabsindia.in	917646 5950

RESERVED RIGHTS

The management reserves the right to change or modify the guidelines at any point for any employee and/or group of employees depending on the need and requirements of the Company.

THE INFORMATION CONTAINED HEREIN THIS DOCUMENT IS CONFIDENTIAL AND PROPRIETARY OF METROPOLIS & SUBSIDIARIES. NO PART OF THIS DOCUMENTATION MAY BE REPRODUCED, TRANSMITTED IN ANY FORM OR MEANS, ELECTRONICALLY OR MECHANICALLY, INCLUDING, WITHOUT LIMITATION, COPYING, PHOTOCOPYING AND RECORDING, FOR ANY PURPOSE WITHOUT THE EXPRESS WRITTEN PERMISSION OF METROPOLIS & SUBSIDIARIES. VIOLATION OF THIS PROHIBITION WILL BE SUBJECTED TO LEGAL ENFORCEMENT.

METROPOLIS
The Pathology Specialist