

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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Circular No. 38 / 47 / 2026

August 3, 2026

Dear Comrades,

We append hereunder text of our letter dated 1.8.2026 written to our management in respect of **requesting the Immediate Implementation of Comprehensive Safety, Security and Welfare Measures for Women Employees** for the information of our Members.

Yours comradely,

**T . SEKAR
GENERAL SECRETARY**

KVBEU/38/45/2026

August 1, 2026

To

The Managing Director & CEO,
Karur Vysya Bank Ltd.
Central Office,
Karur.

**Subject: Request for Immediate Implementation of Comprehensive Safety,
Security and Welfare Measures for Women Employees**

Dear Sir,

We invite your kind attention to the communication issued by the Indian Banks' Association (IBA) dated 20.07.2026 to all the Member Banks, forwarding the Reserve Bank of India's (RBI) communication on the implementation of safety and welfare measures for women employees within the banking sector. Subsequently, several peer banks have also issued circulars reinforcing strict compliance with the statutory provisions relating to the safety, security and welfare of women employees.

We appreciate the concern expressed by the IBA and we request Karur Vysya Bank to adopt similar measures in letter and spirit to ensure a safe, dignified and inclusive working environment for all women employees.

In this regard, Karur Vysya Bank Employees' Union (KVBEU) requests the Management to issue a comprehensive circular to all offices and branches incorporating the following measures:

1. Ensure that no woman employee is compelled to undertake field visits involving CASA mobilisation, insurance, recovery, recurring deposits, loan sourcing or marketing activities in isolated, unfamiliar or unsafe locations without proper assessment of operational necessity and security.
2. Avoid assigning customer visits before or after office hours or on weekly holidays, ensuring a healthy work-life balance and employee well-being.
3. Ensure that business targets or performance expectations do not compel women employees to compromise their personal safety.
4. Issue clear instructions that refusal to undertake unsafe assignments shall not adversely affect performance appraisal, promotion opportunities, transfers or career progression.
5. Strengthen internal mechanisms for reporting safety concerns and ensure prompt redressal without fear of victimisation.
6. Reiterate the Bank's zero-tolerance policy towards harassment, intimidation or discrimination against women employees.
7. Provide all statutory welfare facilities including safe workplace infrastructure and other employee welfare measures. (Already our Union had written letters to our Management for providing separate washroom facility in the branches exclusively for the women employees)
8. Sensitise all Controlling Authorities, Branch Heads and other administrative offices regarding their responsibility to safeguard the dignity, safety and psychological well-being of women employees.
9. Constitute or strengthen monitoring mechanisms to periodically review implementation of these safety measures and address issues raised by women employees.

Women employees are playing a vital role in the Bank's growth and business development. As per the data available in our Bank's Balance Sheet for the year ended 31.3.2026, out of the total employees' strength, 28% constitute women employees. While business expansion is important, employee safety, dignity and welfare must always remain paramount. The IBA itself has recognised that women employees should not be exposed to unsafe working conditions or be compelled to undertake assignments that may endanger their physical or psychological well-being.

We therefore request the Management to issue suitable instructions to all Branches, and other Administrative Offices at the earliest ensuring that these guidelines are implemented uniformly across the Bank.

Thanking you,

Yours faithfully,

Sd/-
T.Sekar
General Secretary