

Update 9
06 June 2025**Composition of Internal Committee (IC) for Nagpur - 1 Region**

Pursuant to Circular dated 5th October 2023 issued by the President - Group HR and member of the Group Executive Board announcing the shift from a zonal IC structure to a regional IC structure, the following IC has been constituted for Nagpur - 1 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

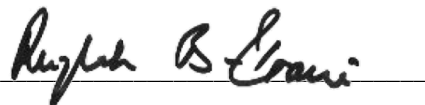
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Ratna Joshi (Presiding Officer)	F	Sr. General Manager - Human Resources Mahindra and Mahindra Limited, AD Towers, 3rd Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra.	joshi.ratna@mahindra.com	8828023300
Harsh Bhatia	M	Sr. Manager - Group Legal (Auto) Mahindra & Mahindra Limited, Automotive Sector, Mahindra Towers Annex Building, Akurli Road, Kandivali East, Mumbai-400101, Maharashtra.	bhatia.harsh@mahindra.com	8369469819
Shivani Sharma	F	Deputy General Manager – Group Legal (Mergers & Acquisitions) Mahindra & Mahindra Limited, Fifth Floor, Mahindra Towers, Dr. G. M. Bhosale Marg Worli, Mumbai-400018, Maharashtra.	sharma.shivani2@mahindra.com	9867642667
Nina Saju	F	Deputy General Manager - Human Resources Mahindra & Mahindra Limited, Gate No. 2, K- Shed 3, Akurli Road, Kandivali East, Mumbai- 400 101.	saju.nina@mahindra.com	9768199701
Akshita Kumar (External member)	F	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi – 110014	akshita@poshdesk.in	9315228441

Any person facing any form of sexual harassment at the workplace should file a written complaint to any Committee member mentioning the following details:

- Date(s) of the incident(s)
- Relevant Timing(s) and location(s)
- Name of the complainant
- Name of the respondent(s)
- Description of each incident(s)
- Parties working relationship.
- Name(s) and address(es) of witness(es) who may have witnessed this alleged harassment
- Supporting Documents (if any)

In case any help or guidance is required, please send an email to posh@mahindra.com.

The Company's Policy on Prevention of Sexual Harassment at Workplace is available for reference on the notice board of the workplaces and also on the Rise@work portal.



Ruzbeh Irani
President - Group HR
Member of the Group Executive Board

ANNEXURE

List of workplaces in Nagpur - 1 Region

IC Region	Address
Nagpur 1	Mahindra & Mahindra Limited., Farm Equipment Sector, Nagpur Plant, Hingana Road, Hingana MIDC, Nagpur – 440 016, Maharashtra.
	Mahindra and Mahindra Ltd, Farm Equipment Plant, Plot No.T1/1, MIDC Industrial Area, Nildoh, Nagpur , District Nagpur, Pin 440016, Maharashtra
	Mahindra & Mahindra Ltd, Tractor Division ,Marketing Department, Mahindra Excellence Centre Building, Hingna Road, MIDC Area,Nagpur, Maharashtra- 440016