

Update 9
06 June 2025**Composition of Internal Committee (IC) for Pune – 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 Pune - 1 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

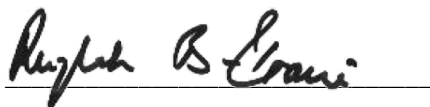
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Nikisha Chetan Kucheria (Presiding Officer)	F	General Manager - Finance & Accounts Mahindra Towers, Akurli Road, Kandivali East, Mumbai-400101	kucheria.nikisha@mahindra.com	9833399309
Vishal Arya	M	Chief Engineer – UPP Platform Mahindra & Mahindra Ltd., Mahindra Towers, 4 th Floor, Wing 5, Plot No A/1, Chakan Industrial Area, Phase IV, Post – Nighoje, Chakan, Tal Khed, District Pune. 410501, Maharashtra	arya.vishal@mahindra.com	8308360005
Gurpreet Kaur	F	Deputy General Manager - ER Mahindra & Mahindra., Swaraj Division, FES- Plant 1, Phase Phase 2, 4, Cellulosics Rd, Industrial Area, Sector 73, Sahibzada Ajit Singh Nagar, Punjab-160055	kaur.gurpreet@mahindrasel.com	8195953100
Shalaka Karnik	F	Deputy General Manager – GCO Accounts Mahindra & Mahindra Limited, 2nd Floor, Mahindra Towers, Dr. G. M. Bhosale Marg Worli, Mumbai 400 018, Maharashtra	karnik.shalaka@mahindra.com	9820662418
Risheka Dhhawan (External Member)	F	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi-110014.	risheka@poshdesk.in	9811966222

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 Pune - 1 Region**

IC Region	Address
Pune 1	Mahindra & Mahindra Limited, Chakan Plant, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410501.
	Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410501.
	Mahindra & Mahindra Ltd. (Engine Plant) Plot No. A-1/1, Chakan Industrial Area, Phase- IV, Village Nighoje, Chakan, Tal. Khed, Dist. Pune-410501
	Mahindra & Mahindra Ltd., Mahindra Vehicle Manufacturers Ltd., Plot No. A-1, Phase IV. Chakan, Taluka-Khed, Pune-410501
	Mahindra & Mahindra Ltd. (Powerol) Plot No. A-1/1, gateno. 12, Chakan Industrial Area, Phase- IV, Village Nighoje, Chakan, Tal. Khed, Dist. Pune-410501
	Mahindra & Mahindra Ltd, Electric Aggregate Plant, Gate No. – A/B, Plot No. A-1, Phase IV, Chakan MIDC, Pune, Chakan, Taluka – Khed, Pune, Maharashtra - 410501