

**Update 9**  
06 June 2025**Composition of Internal Committee (IC) for Pune - 3 Region**

Pursuant to circular dated 5<sup>th</sup> 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 - 3 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.
Pamela Tikku (Presiding Officer)	F	Vice President Auto- Group Public Affairs Mahindra & Mahindra Limited, Mahindra Towers, Dr. G. M. Bhosale Marg Worli, Mumbai 400 018, Maharashtra.	tikku.pamela@mahindra.com	9810246943
Shashi Dandekar	F	Deputy General Manager-EV - TCF Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410501	dandekar.shashi@mahindra.com	9881109989
Khyati Shekhar Bendre	F	Deputy General Manager-Finance & Accounts Mahindra & Mahindra Limited, AS. Plot No. 89 MIDC, Satpur, Nashik, Maharashtra - 422 007 (Nashik Plant 1)	bendre.khyati@mahindra.com	9373920025
Umrao Jagtap	M	General Manager-TCF- R Block Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune-410504.	jagtap.umrao@mahindra.com	9987503609
Ankit Dixit (External member)	M	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi- 110014.	ankitdixit@poshdesk.in	8929273500

Any person facing any form of sexual harassment at the workplace should file a written complaint to any IC 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](mailto: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.

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

**ANNEXURE**

**List of Workplaces in Pune - 3 Region**

<b>IC Region</b>	<b>Address</b>
Pune 3	Mahindra & Mahindra Limited, Spares Business Unit, Deccan Warehousing, Shed No-7 Survey No. 69-72. Old Mumbai- Pune National Highway Vadgaon Maval, Pune- 412106, Maharashtra.
	Mahindra & Mahindra Limited., Spares Business Unit, 374, Satav Estate & Warehousing, Warehouse No-3 Chakan- Talegaon Road, Kharabwadi, Taluka- Khed, District-Pune Maharashtra 41050.
	Mahindra and Mahindra Ltd,( Spares Business unit ) Deccan Warehousing, no. 69 TO 72,Shade no. 7A, 8 A, 8 B, 8 C, 8D N H - 4,Old Mumbai Pune Highway,Wadgaon,Mawal,Pune,Maharashtra,412106