

Policy on Prevention of Sexual Harassment (POSH) at the Workplace

(Mahindra Logistics & Subsidiaries)

Policy Version Details

Variable	Stakeholder	Designation & Role
Version	06	
Launch Date	01-06-2014	
Last Review Date	01-02-2025	
Next Review date	31-01-2026	
Approving Authority	Hemant Sikka	Managing Director & CEO
Issuing Authority of Policy	Sanjay Gawde	Chief Human Resources Officer (CHRO)

Policy History

Date	Prepared By	Changes & Reasons for Changes
01 June 2014	Edwin Lobo	Policy Launch
08 May 2023	Edwin Lobo	1. New IC Members added 2. Region wise POSH Committee Setup
17 June 2024	Edwin Lobo	1. Definition of All employees under the applicability of the policy. 2. Extension of the workplace (point 4 under the scope of this policy. 3. Regional POSH ID and IC members list.
11 December 2024	Sanjay Gawde	1. Revision in the committee member list 2. Revision in the MLL Brand Template
12 February 2025	Sanjay Gawde	1. Revision in the committee member list

1. Introduction:

At Mahindra Logistics Ltd and its subsidiary companies, collectively referred to as the "**Company**", we are committed to maintaining a workplace environment that is safe, transparent, and conducive to productivity. Central to our organizational ethos is the principle of fostering employee confidence in the fairness, transparency, and safety of their workplace. In alignment with this commitment, and response to the Government's enactment of the Sexual Harassment of Women in the Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("the Act"), we have developed the following policy on Sexual Harassment to ensure compliance and uphold the highest standards of workplace conduct.

2. Applicability:

This Policy applies to

2.1 All employees (regardless of their gender, gender identity and expression, and sexual orientation), employed at a workplace for any work on a 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 voluntarily or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

2.2 All individuals, irrespective of their gender, gender identity and expression, and sexual orientation, visit the Company's Premises for any purpose, including but not limited to customers, visitors, etc.

3. Objectives:

3.1 To set out effective measures to avoid & eliminate & if necessary to punish any sexual harassment in the workplace.

3.2 To establish Internal Complaints Committees across India's locations to provide an effective redressal mechanism for aggrieved persons facing sexual harassment at the MLL and subsidiaries' workplaces.

4. Definitions

Aggrieved person	Employee or individual as per 2.1 and 2.2, Who has experienced or is subjected to unwelcome sexual behavior or advances, creating a hostile or offensive work environment.
Act	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Sexual Harassment	Shall be defined at 5.1
Complainant	An individual who submits a formal, written expression of dissatisfaction

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	or grievance concerning any instance of sexual harassment within the workplace.
Respondent	Employee (including any external person) against whom an allegation of sexual harassment has been made by the Complainant
Central IC	A legal entity established by the company in compliance with the provisions of this Policy and in accordance with the POSH Act.
Regional IC	A legal entity established at regional levels within the company, as outlined in this Policy and in compliance with Act.
Policy	This policy for the Prevention, Prohibition and Redressal of Sexual Harassment of Women at the Workplace
Employee	individual engaged in employment with the Company, irrespective of their gender, gender identity and expression, or sexual orientation, encompassing permanent, contractual, or temporary positions, as well as third-party personnel.
Employer	Any person who is 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 of the organization.
Workplace	Shall be defined at 4.1 and 4.2
Conciliation	A voluntary process instigated at the request of the aggrieved person, to resolve matters concerning sexual harassment directly between said aggrieved person and the respondent before, absent formal legal proceedings.
Hostile work environment	When unwelcome behaviors significantly disrupt the workplace atmosphere, thereby substantially impairing an individual's capacity to fulfill their job responsibilities effectively.
Inquiry	A systematic and thorough examination or investigation is conducted by the Internal Committee (IC) to gather evidence, assess allegations, and make determinations regarding instances of sexual harassment in the workplace.
Principles of natural justice	It encompasses fundamental procedural safeguards ensuring fairness, impartiality, and transparency in administrative and judicial proceedings.
Interim relief	temporary measures or actions taken to address the immediate needs or concerns of the aggrieved person while the investigation or inquiry into the alleged sexual harassment is ongoing.
Appeal	A formal process wherein either the respondent or the complainant, dissatisfied with the recommendation or inquiry outcome of the Internal Committee (IC), may request review and reconsideration by a higher authority or appellate body.

Table 4.1

5. Scope of this policy:

This policy applies to all locations affiliated with the Company, including but not limited to:

5.1 Any business locations operated by the Company.

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5.2 Any external locations an employee visits during their employment with the Company, including business locations of other organizations/entities, guest houses, hotels, etc.

5.3 Any mode of transport provided by the Company (or a Company representative) to an Employee for travel to and from the locations as mentioned earlier.

6. What is Sexual Harassment

6.1 As per the Act, “Sexual Harassment” is defined to include any one or more of the following unwelcome acts or behavior (whether directly or by implication):

- Physical contact and advances; or
- Demand or request for sexual favors; or
- Making sexually colored remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

6.2 Some more examples of behaviors that constitute workplace Sexual Harassment:

- Making sexually suggestive remarks or innuendos such as teasing related to a person's body or appearance.
- Offensive comments or jokes.
- Inappropriate questions, suggestions, or remarks about a person's sex life.
- Displaying sexist or other offensive pictures, posters, MMS, SMS, WhatsApp, videos, reels, or e-mails.
- Intimidation, threats, or blackmail seeking sexual favors.
- Threats, intimidation, or retaliation against an employee who speaks up about unwelcome behavior with sexual overtones.
- Unwelcome social invitations with sexual overtones commonly understood as flirting.
- Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.
- Caressing, kissing, or fondling someone against their will (could be considered assault).
- Stalking, staring at an employee.
- Physical contact such as touching or pinching.
- Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
- Persistently asking someone out, despite being turned down.
- Abuse of authority or power to threaten a person's job or undermine her performance against sexual favors.
- Falsely accusing and undermining a person behind closed doors for sexual favors.
- Controlling a person's reputation by rumormongering about her private life.

6.3 The following circumstances, among other circumstances, if it occurs or is present about or connected with any act or behavior of Sexual Harassment may also amount to Sexual Harassment:

a) Quid Pro Quo (literally ‘this for that’)

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- Implied or explicit promise of preferential/ detrimental treatment in their employment; or
- Implied or explicit threat about their present or future employment status; or

b) Hostile Work Environment

- Interference with their work or creating an intimidating or offensive or hostile work environment for them; or
- Humiliating treatment is likely to affect their health and safety.

6.4 The following does not amount to Sexual Harassment:

- Interactions between individuals that are mutual, consensual, welcome, appreciated, and/or reciprocated.
- Following up on work absences
- Requiring performance to meet job standards and giving feedback about work-related mistakes.
- Work-related stress e.g. meeting deadlines or quality standards.

7. Prevention

The company shall take all appropriate steps to prevent sexual harassment, which shall include:

- Display the POSH policy on the notice board prominently.
- Organize workshops and awareness programs at regular intervals to sensitize employees.
- Disseminate contact information of Regional Complaint Committee (ICC) members, including their email IDs.
- Place POSH awareness posters in visible locations throughout the workplace.
- Provide clear, confidential reporting channels for employees to report incidents of harassment.
- Encourage a workplace culture of respect and inclusion through regular team-building activities and discussions.

8. Redressal Mechanism

The Company has established the following process to ensure that any incidence of sexual harassment is dealt with appropriately, sensitively, and expeditiously.

8.1 Constitution of Regional and Central Internal Complaint Committee

Category of the member	No. of members	Remarks
Presiding Officer	1	A senior-level woman employee is to be appointed as the Presiding Officer of the Committee
Internal Members	2 or more	Employees of the Company committed to the cause of women or having experience in social work or legal knowledge to be nominated as a part of the Committee.
External Members	1	A member from an NGO or association committed to the cause of women or a person familiar with the issues relating to sexual harassment is to be nominated as a part of the Committee.

Table 8.1(a)

- In case a senior-level employee woman employee is not available, the Presiding officer can be nominated from other administrative offices of the Company.
- It is mandatory that at least one-half of the total members of the Internal Complaints Committee so appointed be women members.
- The presiding officer and every member of the Internal Complaints Committee shall hold office for such period, not exceeding three years.

Regional Internal Complaint Committee

A Regional Complaint Committee is constituted for every region. The Presiding Officer, Secretary, and external members of all the Regional Committees are the same to maintain the standard of inquiry and compliance. Please see the member's list as per the respective region.

Region	States	SPOC	Members list
North	Haryana, Uttar Pradesh, Himachal Pradesh, Punjab, Jammu & Kashmir, Madhya Pradesh, Uttarakhand, Rajasthan	vishnoi.parul@mahindralogistics.com	Annexure 1
East	Arunachal Pradesh, Bihar, Jharkhand, West Bengal, Bihar, Odisha, and surrounding areas	mukherjee.madhumita@mahindralogistics.com	Annexure 2
West	Maharashtra, Gujarat, Goa	lawrence.joanita@mahindralogistics.com	Annexure 3
South	Tamil Nadu, Kerala, Andhra Pradesh, Karnataka,	sethuram.krishna@mahindralogistics.com	Annexure 4

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	Telangana		
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Table 8.1(b)

Central Internal Complaint Committee

The Central Complaint Committee will be involved when recommendations are not unanimous or if there is a conflict of interest. In such cases, the central committee members will replace the conflicting members of the regional committee.

The constitution of the Regional and Central Complaint Committees as per the POSH Act 2013 provisions.

8.3 Eligibility to file a complaint.

- a) An aggrieved person/complainant, who has experienced sexual harassment.
- b) If an aggrieved person is unable to make a complaint on account of physical incapacity, a complaint may be filed by –
 - Their legal heir; or
 - Their relative or friend; or
 - An officer of the National Commission for Women or State Women’s Commission; or
 - Any person who has knowledge of the incident, with the written consent of the aggrieved person.
- c) If the Complainant is unable to make a complaint on account of mental incapacity, a complaint may be filed by –
 - Their legal heir; or
 - Their relative or friend; or
 - A special educator; or
 - A qualified psychiatrist or psychologist; or
 - The guardian or authority under whose care he or she is receiving treatment or care;
 - Any person who has knowledge of the incident jointly with his or her relative or friend or a special educator or qualified psychiatrist or psychologist or guardian or authority under whose care he or she is receiving treatment or care.
- d) If the Complainant, for any other reason, is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with his or her written consent.
- e) If the aggrieved person is dead, a complaint may be filed by any person who has knowledge of the incident, with the written consent of his or her legal heir.

8.2 Complaint

- A Complainant may file a complaint, in writing, to the respective regional SPOC or at posh@mahindralogistics.com or deliver by hand six copies of the complaint to any

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member of the IC member if aggrieved believes to be subjected to sexual harassment.

- Such complaint shall be filed within a period of 3 months from the date of the incident and in case of a series of incidents, within a period of 3 months from the date of the last incident.
- If a complaint is not in writing, all reasonable assistance shall be provided by the IC members to the Complainant.
- The time limit of 3 months may be extended by another 3 months, with reasons to be recorded in writing, if the IC is satisfied that the circumstances were such which prevented the Complainant from filing a complaint.
- The complaint shall be filed with all the supporting documents along with the names and addresses of the witnesses.
- If the complaint does not fall under the purview of 'sexual harassment', it may be taken up as per the Company's Code of Conduct.
- On receipt of the complaint, the IC shall share a copy of the Complaint with the Respondent within 7 working days.
- The Respondent shall file his or her reply, along with the list of documents and names and addresses of witnesses, within 10 working days from the date of receipt of documents.

8.3 Conciliation

- Before initiating an inquiry and at the request of the Complainant, the IC may take steps to settle the matter through conciliation. However, no monetary settlement shall be made as a basis of conciliation.
- Where a settlement is arrived at, the IC shall record it and take the action as per the settlement and no further inquiry shall be conducted. Further, copies of such settlement shall be provided to the Complainant and Respondent.
- If the Complainant informs the IC that any term or condition of the settlement has not been complied with by the Respondent, the IC shall proceed to conduct an inquiry or forward the same to the police.

8.4 Procedure to be followed by the Committee for Conducting an Inquiry

To conduct an inquiry into any complaint received by it from an affected employee, the Committee may:

- Summon and enforce the attendance of any person and examine the employee on oath.
- Require the discovery and production of documents, and
- Perform or require performance of any other such act which may be prescribed under the Act.

8.5 Inquiry

- The IC shall conduct an inquiry into the complaint, if the Respondent is an

employee, as per the Company service rules.

- Both the Complainant and Respondent shall be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the IC.
- The IC shall conduct the inquiry in accordance with the principles of natural justice.
- In conducting the inquiry, minimum 3 members of the IC including the Presiding Officer shall be present.
- The parties shall not be allowed to bring any legal practitioner to represent them in their case at any stage of the proceedings before the IC.
- The IC shall have the right to terminate the inquiry proceedings or give an ex-parte decision, if the Complainant or Respondent fails, without sufficient cause, to present themselves for 3 consecutive hearings convened by the Presiding Officer.
- However, such termination or ex-parte order may not be passed without giving a notice, in writing, 15 days in advance to the party concerned.
- The inquiry shall be completed within a period of 90 days. On completion of an inquiry, the IC shall provide a report of its findings to the Employer/Company within a period of 10 days from the date of the completion of the inquiry and such report be made available to the concerned parties.
- Where the IC arrives at a conclusion that the allegation against the Respondent has not been proved, it shall recommend to the Employer/Company that no action is required to be taken in the matter.
- The Employer/Company shall act upon the recommendation within 60 days of the receipt of the recommendation.
- An appeal to the decision of the Committee may be preferred within a period of 90 days to a court or tribunal as may be prescribed under the Act.

Timeline of the inquiry	
Submission of Complaint	Within 3 months of the last incident (extended 3 months)
Notice to the respondent	Within 7 days of receiving a copy of the complaint
Completion of Inquiry	Within 90 days
Submission of report IC to employer	Within 10 days of completion of the inquiry
Implementation of Recommendations	Within 60 days
Appeal	Within 90 days of the recommendations

Table 8.5 (a)

8.6 Interim Relief

Where an inquiry is initiated on a complaint then, if the complainant so desires, an employee can request for any of the following actions to be taken during the pendency of the complaint as an interim measure of relief:

- transfer of either of the parties to any other workplace; or
- Grant of leave to the complainant for up to a period of 3 months; or

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- restraining the respondent from reporting on the work performance of the complainant or writing her confidential report and assigning the same to another officer; or
- Grant such other relief to the complainant as may be prescribed under the Act.

The Committee may provide such recommendations to the Company to implement. The leave granted to the complainant will be in addition to the leave she would be otherwise entitled to.

8.7 Action against the Offender

Where the IC arrives at a conclusion that the allegation against the Respondent has been proved, Necessary action, including but not limited to such disciplinary action as may be specified in the terms of employment of the offender(s), will be taken about such offender(s) based on the circumstances and seriousness of the offense.

Deduct the appropriate amount from the salary or wages of the Respondent in accordance with the provisions of the Act; **or**

- i. If such compensation is not paid, then recovery of this amount will be made as an arrear of land revenue.
- ii. The other actions that may be taken include:
 - A written apology,
 - Warning,
 - Reprimand or censure,
 - Withholding of promotion,
 - Withholding of pay rise or increments,
 - Withholding of grant of stock options,
 - Terminating the respondent from service or
 - Undergoing a counseling session or carrying out community service.

The IC shall have the same powers as are vested in the Civil Court under the Code of Civil Procedure, 1908, while conducting an inquiry.

8.8 False or malicious complaints

If the IC arrives at a conclusion that:

1. The allegation against the respondent is malicious; or
 - The Complainant has made the complaint knowing it to be false; or
 - The Complainant has produced any forged or misleading document; **it may take appropriate action against the Complainant.**

However, a mere inability to substantiate a complaint or provide adequate proof need not attract action against the Complainant. A malicious intent on the part of the Complainant shall be established after an inquiry and before any action is recommended.

Where the IC arrives at a conclusion that during the inquiry, any witness has given false evidence or produced any forged or misleading document, it may also take appropriate action against the witness as may be prescribed under the Act.

8.9 Confidentiality

The contents of the complaint, the identity and addresses of the Complainant, Respondent, and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the IC, and the action taken by the Employer / Company shall not be published, communicated, or made known to the public, press, and media in any manner.

However, disclosures as per applicable laws may be made by the Company and / or as required by any authority of law or under any legal or judicial proceedings. Any person, who contravenes this provision, shall be liable for a penalty as may be prescribed under the rules.

9. Protection

MLL shall ensure that the parties to the complaint and their respective witnesses are not victimized and are protected against any form of retaliation. In case of any victimization, suitable disciplinary action shall be taken against the perpetrator.

10. Invocation of Indian Penal Code

If the aggrieved employee chooses to file a complaint in relation to the offence under the Indian Penal Code or any other applicable law, the Company will provide such assistance to the aggrieved, as maybe required. Furthermore, the Company may also cause to initiate action, under the Indian Penal Code or any other applicable law, against the offender. In the event that the offender is an employee of a different entity/organization/company, then the company will cause to initiate action in the workplace at which the incident of sexual harassment took place, if the aggrieved employee so desires.

11. Preparation of Annual report and compliance with appropriate Government:

The Committee will prepare the annual report in accordance with Section 21 of the Act which shall contain the following details:

- Number of complaints of sexual harassment received in the year.
- Number of complaints disposed of during the year.
- Number of cases pending for more than 90 days.
- Number of workshops or awareness programs against sexual harassment carried out.
- Nature of action taken by the concerned officers of the Company.
- The annual report will be submitted to the CEO of the Company.

It will be the duty of the Regional and Central Complaints Committee to file an annual report with the District Officer notified under Section 5 of the Act by the appropriate Government. We shall continue to conduct orientation programs and create forums for dialogue so that the employees are aware of the provisions of the Act.

NORTH REGION Complaint Committee

North Region includes - Haryana, Uttar Pradesh, Himachal Pradesh, Punjab, Jammu & Kashmir, Madhya Pradesh, Uttarakhand, Rajasthan

North Region Complaint Committee SPOC - Parul Vishnoi

north.posh@mahindralogistics.com

S.NO	IC member	Membership	Gender identity	Email ID
1	Mansi N Nagri	Female	Presiding Officer	nagri.mansi@mahindralogistics.com
2	Supriya Rehill	Female	Secretary	rehill.supriya@mahindralogistics.com
3	Pallavi Pareek	Female	External member	pallavi@ungender.in
4	Parul Vishnoi	Female	POC	vishnoi.parul@mahindralogistics.com
5	Ayushi Bhardwaj	Female	Member	ayushi.bhardwaj@mahindralogistics.com
6	Viraj Mittal	Male	Member	mittal.viraj@mahindralogistics.com
7	Shradha Khamitkar	Female	Member	khamitkar.shraddha@mahindralogistics.com
8	Kawalpreet Kour	Female	Member	29601817@mahindralogistics.com
9	Tushar Shukla	Male	Member	shukla.tushar@mahindralogistics.com
10	Manoj Sharma	Male	Member	sharma.manojkumar2@mahindralogistics.com
11	Navdeep Momi	Male	Member	momi.navdeep@mahindralogistics.com
12	Priya Phogat	Female	Member	phogat.priya@mahindralogistics.com

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EAST REGION Complaint Committee

East Region Includes - Arunachal Pradesh, Bihar, Jharkhand, West Bengal, Bihar, Odisha, and surrounding areas

East Region Complaint Committee SPOC – Madhumita Mukherjee
east.posh@mahindralogistics.com

S.NO	IC member	Membership	Gender identity	Email ID
1	Mansi N Nagri	Female	Presiding Officer	nagri.mansi@mahindralogistics.com
2	Supriya Rehill	Female	Secretary	rehill.supriya@mahindralogistics.com
3	Pallavi Pareek	Female	External member	pallavi@ungender.in
4	Madhumita Mukherjee	Female	POC	mukherjee.madhumita@mahindralogistics.com
5	Syed Hossain	Male	Member	hossain.syed@mahindralogistics.com
6	Abhijit Tapadar	Male	Member	tapadar.abhijit@mahindralogistics.com
7	Uttam Manna	Male	Member	manna.uttam@mahindralogistics.com
8	Naba Kumar Das	Male	Member	das.naba2@mahindralogistics.com
9	Nikita Kanodia	Female	Member	kanodia.nikita@mahindralogistics.com
10	Shiv Priya Singh	Female	Member	singh.shivpriya@mahindralogistics.com
11	Yogita Shetye	Female	Member	shetye.yogita@mahindralogistics.com
12	Karishma Sawant	Female	Member	sawant.karishma@mahindralogistics.com

WEST REGION Complaint Committee

West Region includes - Maharashtra, Gujarat, Goa
West Region Complaint Committee SPOC - Joanita Lawrence
west.posh@mahindralogistics.com

S.NO	IC member	Membership	Gender identity	Email ID
1	Mansi N Nagri	Female	Presiding Officer	nagri.mansi@mahindralogistics.com
2	Supriya Rehill	Female	Secretary	rehill.supriya@mahindralogistics.com
3	Pallavi Pareek	Female	External member	pallavi@ungender.in
4	Joanita Lawrence	Female	POC	lawrence.joanita@mahindralogistics.com
5	Nitin Verma	Male	Member	verma.nitin4@mahindralogistics.com
6	Vandana Thorat	Female	Member	thorat.vandana@mahindralogistics.com
7	Vijay Bagul	Male	Member	bagul.vijay@mahindralogistics.com
8	Nisha Shirke	Female	Member	shirke.nisha@mahindralogistics.com
9	Anoop Kalathil	Male	Member	kalathil.anoop@mahindralogistics.com
10	Amit Goyal	Male	Member	goyal.amit@mahindralogistics.com
11	Ekta Malkani	Female	Member	malkani.ekta@mahindralogistics.com
12	Kavita Malhotra	Female	Member	malhotra.kavita@mahindralogistics.com

SOUTH REGION Complaint Committee

South Region includes - Tamil Nadu, Kerela, Andhra Pradesh, Karnataka, Telangana

South Region Complaint Committee SPOC - Krishna Kumar

south.posh@mahindralogistics.com

S.NO	IC member	Membership	Gender identity	Email ID
1	Mansi N Nagri	Female	Presiding Officer	nagri.mansi@mahindralogistics.com
2	Supriya Rehill	Female	Secretary	rehill.supriya@mahindralogistics.com
3	Pallavi Pareek	Female	External member	pallavi@ungender.in
4	Krishna Mohan	Male	POC	sethuram.krishna@mahindralogistics.com
5	Saurabh Prabhakar	Male	Member	prabhakar.saurabh@mahindralogistics.com
6	John Solomon	Male	Member	solomon.john@mahindralogistics.com
7	Roopa.Gondhi	Female	Member	gondhi.roopa@mahindralogistics.com
8	N Nirmala	Female	Member	nirmala.n@mahindralogistics.com
9	Jayanthi Angamuthu Krishnan	Female	Member	krishnan.jayanthi@mahindralogistics.com
10	Vandana Singh	Female	Member	singh.vandana@mahindralogistics.com
11	Sachitha Mv Mv	Female	Member	mv.sachitha@mahindralogistics.com
12	Ankit Mandania	Male	Member	mandhanian.ankit@mahindralogistics.com

Central Complaint Committee

To report a case, write to us at: posh@mahindralogistics.com

S.NO	IC member	Membership	Gender identity	Email ID
1	Mansi N Nagri	Female	Presiding Officer	nagri.mansi@mahindralogistics.com
2	Supriya Rehill	Female	Secretary	rehill.supriya@mahindralogistics.com
3	Pallavi Pareek	Female	External member	pallavi@ungender.in
4	Hrishikesh Chitnis	Male	Member	chitnis.hrishikesh@mahindralogistics.com
5	Namrata Das	Female	Member	das.major@mahindralogistics.com
6	Neelu Chaudhary	Female	Member	chowdhary.neelu@mahindralogistics.com
7	Roohi Hegde	Female	Member	hegde.roohi@mahindralogistics.com
8	Sheetal Gada	Female	Member	gada.sheetal@mahindralogistics.com
9	Tulip Sen	Female	Member	sen.tulip@mahindralogistics.com
10	Vijaykumar Krishnan	Male	Member	krishnan.vijayakumar@mahindralogistics.com
11	Veera Raghavan	Male	Member	veera.raghavan@whizzard.in
12	Sumit Roy	Male	Member	roy.sumit@mahindralogistics.com
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