

**Sub:- Re- Constitution of Internal Complaints Committee-Reg.**

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act'2013, Internal Complaints Committee ("ICC") of Shivam Autotech ("Shivam Autotech Limited") for its Corporate Office located at A-10,1<sup>st</sup> Floor, Tower-A, Emaar Digital Greens, Sector-61, Gurugram,Haryana-122102 is hereby re-constituted as below :

| <b>Core Committee Members</b> | <b>Role</b>  | <b>Mobile No.</b> | <b>Email id</b>                     |
|-------------------------------|--|-------------------|-------------------------------------|
| Manisha Agrawal               | Head of Internal Complaint Committee / Presiding Officer | 9711350910        | Manisha.Agrawal@shivamautotech.com  |
| Karishma Katiyar              | Member   | 7840877773        | Karishma.katiyar@shivamautotech.com |
| Krishan Kumar                 | Member   | 9352588515        | Krishan.kumar@shivamautotech.com    |
| Harjeet Singh Bawa            | Member   | 9958447497        | Harjeet.Bawa@Shivamautotech.com     |
| Kavita Rawat                  | External Member  | 8287372178        | kavitarawat2707@gmail.com           |

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations as per the procedure prescribed under Shivam Anti-Sexual Harassment Policy and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

The composition of the re-constituted ICC shall take effect from April 01, 2025 and its members and the Presiding Officer shall hold office for a period of 3 years from the date of this constitution.

The Presiding Officer shall receive the complaints of sexual harassment, if any, on behalf of ICC and shall co-ordinate the deliberations of the ICC on the complaints received.

Neeraj Munjal  
Managing Director  
To: Presiding Officer and all Members



April 01, 2025

**Sub:- Re- Constitution of Internal Complaints Committee-Reg.**

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act'2013, Internal Complaints Committee ("ICC") of Shivam Autotech ("Shivam Autotech Limited") for its Manufacturing Unit 58KM Stone Delhi-Jaipur Highway, Village-Binola, Gurugram, Haryana-122413, is hereby re-constituted as below :

| Core Committee Members | Role   | Mobile No. | Email id                           |
|------------------------|--|------------|------------------------------------|
| Manisha Agrawal        | Head of Internal Complaint Committee / Presiding Officer | 9711350910 | Manisha.Agrawal@shivamautotech.com |
| Kamlesh Kumari         | Member   | 9990544647 | Kamlesh.Kumari@Shivamautotech.com  |
| Hemant Agrawal         | Member   | 780008691  | Hemant.Agrawal@Shivamautotech.com  |
| Sunil Dutt             | Member   | 9315467937 | Sunil.Dutt@Shivamautotech.com      |
| Kavita Rawat           | External Member  | 8287372178 | kavitarawat2707@gmail.com          |

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations as per the procedure prescribed under Shivam Anti-Sexual Harassment Policy and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

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Neeraj Munjal  
Managing Director

To: Presiding Officer and all Members



April 01, 2025

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In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act'2013, Internal Complaints Committee ("ICC") of Shivam Autotech ("Shivam Autotech Limited") for its Manufacturing Unit Plot No-9, Sector 30A, IMT Rohtak, Haryana-124021, is hereby re-constituted as below :

| Core Committee Members | Role   | Mobile No. | Email id   |
|------------------------|--|------------|--|
| Manisha Agrawal        | Head of Internal Complaint Committee / Presiding Officer | 9711350910 | Manisha.Agrawal@shivamautotech.com   |
| Karishma Katiyar       | Member   | 7840877773 | Karishma.katiyar@shivamautotech.com  |
| Pooja Rani             | Member   | 8572010707 | -  |
| Subodh Kashyap         | Member   | 8607155115 | <a href="mailto:Subodh.Kashyap@Shivamautotech.com">Subodh.Kashyap@Shivamautotech.com</a> |
| Kavita Rawat           | External Member  | 8287372178 | kavitarawat2707@gmail.com  |

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations as per the procedure prescribed under Shivam Anti-Sexual Harassment Policy and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

The composition of the re-constituted ICC shall take effect from April01, 2025 and its members and the Presiding Officer shall hold office for a period of 3 years from the date of this constitution.

The Presiding Officer shall receive the complaints of sexual harassment, if any, on behalf of ICC and shall co-ordinate the deliberations of the ICC on the complaints received.

Neeraj Munjal  
Managing Director

To: Presiding Officer and all Members

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In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act'2013, Internal Complaints Committee ("ICC") of Shivam Autotech ("Shivam Autotech Limited") for its Manufacturing Unit Plot No-3, Industrial Park-II, Phase-I, Village-Salempur Mehdood, Haridwar,Uttarakhand-, is hereby re-constituted as below :

| Core Committee Members | Role   | Mobile No. | Email id                              |
|------------------------|--|------------|---------------------------------------|
| Richa Bhargava         | Head of Internal Complaint Committee / Presiding Officer | 8126845836 | accounts2_haridwar@Shivamautotech.com |
| Monika Panwar          | Member   | 8755003601 | Monika.Panwar@Shivamautotech.com      |
| Manoj Kr. Verma        | Member   | 9720674646 | Manoj.Verma1@Shivamautotech.com       |
| Mohan Gupta            | Member   | 9756606194 | Mohan.Gupta@Shivamautotech.com        |
| Kavita Rawat           | External Member  | 8287372178 | kavitarawat2707@gmail.com             |

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations as per the procedure prescribed under Shivam Anti-Sexual Harassment Policy and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

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Neeraj Munjal  
Managing Director

To: Presiding Officer and all Members



April 01, 2025

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In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act'2013, Internal Complaints Committee ("ICC") of Shivam Autotech ("Shivam Autotech Limited") for its Manufacturing Unit Plot 98,Vemagal Industrial Area, Vemagal, Kolar, Karnataka-563102, is hereby re-constituted as below :

| Core Committee Members | Role   | Mobile No. | Email id                            |
|------------------------|--|------------|-------------------------------------|
| Manisha Agrawal        | Head of Internal Complaint Committee / Presiding Officer | 9711350910 | Manisha.Agrawal@shivamautotech.com  |
| Karishma Katiyar       | Member   | 7840877773 | Karishma.katiyar@shivamautotech.com |
| Nagendra SR            | Member   | 9901182683 | Nagendra.SR@Shivamautotech.com      |
| Pradeep Vasudev        | Member   | 9663911222 | Pradeep.Vasudev@Shivamautotech.com  |
| Kavita Rawat           | External Member  | 8287372178 | kavitarawat2707@gmail.com           |

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations as per the procedure prescribed under Shivam Anti-Sexual Harassment Policy and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

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Managing Director

To: Presiding Officer and all Members