

**Vigil Mechanism  
(Pursuant to Section 177(9) of Companies Act, 2013)**

**PREAMBLE**

**MAHARASHTRA SCOOTERS LIMITED (MSL)** is committed to comply with all the applicable laws, rules, regulations and the code of conduct framed by the management for its employees. If potential violations of applicable laws, company policies are not recognized and addressed promptly, both the company and those working for the company could face regulatory prosecution, fines and other penalties. Though many a violations does not affect an individual directly, but the same could prove detrimental to the interest of the company. Individuals may hesitant to report such violations out of fear or indifference and therefore this mechanism is being established for the directors and employees to report their genuine concerns, without any fear of victimization.

**APPLICABILITY**

This vigil mechanism is applicable to all the directors and permanent employees of the company.

**COVERAGE**

Violations of laws, rules, regulations as applicable to the company or integrity norms, such as taking or offering bribes, confidential information being leaked out, insider trading in the shares of the company, misuse of company's resources, favours shown or demanded from business associates, suspected fraud, violations of Code of Conduct etc.

**HOW AND WHOM TO REPORT**

The employee who suspects any violations of the nature referred to therein above should report the complaint, accompanied with all available details and evidence to the extent possible, to Enforcement Committee, consisting of following officials of the company

1. Shri Ranjit Gupta- Chairman
2. Shri R.D. Haware – DGM (Satara)
3. Shri R.B. Laddha – Chief Financial Officer

The complaint should be addressed to the Chairman of the Enforcement Committee at:-

Chairman – Enforcement Committee  
Maharashtra Scooters Ltd.  
C/o.Bajaj Auto Limited  
Mumbai – Pune Road, Akurdi,  
PUNE – 411035

The Enforcement Committee will evaluate the complaint and recommend action, if any within a period of four (4) weeks to Chairman of Audit Committee.

The Director in all cases and employees in appropriate or exceptional cases will have direct access to the Chairman of the Audit Committee and such complaint should be addressed at-

Chairman – Audit Committee  
Maharashtra Scooters Ltd.  
C/o.Bajaj Auto Ltd.  
Mumbai-Pune Road,  
Akurdi,  
PUNE - 411035

As a rule, anonymous complaints will not be entertained. The identity of the complainant will be protected and will be known only to the Enforcement Committee or Chairman of Audit Committee. The analysis of the case and the action to be taken may not be communicated to the complainant.

### **INVESTIGATION AFTER YOU REPORT**

All reports under this policy will be promptly and appropriately investigated and all information disclosed during the course of the investigation will remain confidential, except as necessary to conduct the investigation and take any remedial action. The Enforcement Committee may meet the complainant, if necessary. They may also appoint any suitable person or group of persons to investigate the case, but will ensure that the identity of the complainant is protected.

### **SAFEGUARDS AGAINST VICTIMIZATION**

No one would take any adverse action against any Director / employee for complaining about, reporting or participating or assisting in the investigation of reasonably suspected violations of any law, this policy. The company would take reports of such retaliation action seriously. Incidents of retaliation against any employee reporting a violation or participating in the investigation of a reasonably suspect violation may result in appropriate disciplinary action.

**CHAIRMAN**