



Adoption of Tata Motors Limited's Whistle Blower Policy by TMIBASL

1. Purpose:

- a. Tata Motors Insurance Broking And Advisory Services Limited ("**TMIBASL / the Company**"), having adopted the Tata Code of Conduct 2015 ("**TCOC**"), is committed to acting professionally, fairly and with integrity in all its business dealings and relationships. Any actual or potential violation of the TCOC and applicable regulations, howsoever insignificant or perceived as such, would be a matter of serious concern for the Company.
- b. Our Company is committed to the core principles set out in the TCOC, which inter alia state that:
 - i. We shall provide avenues for our stakeholders to raise concerns or queries in good faith, or report instances of actual or perceived violations of the TCOC.
 - ii. We shall strive to create an environment free from fear of retribution to deal with concerns that are reported in good faith. No one shall be punished or made to suffer for raising concerns or making disclosures in good faith or in the public interest.
- c. Further, good practices and regulatory requirements for good governance requires companies to establish a mechanism for stakeholders to report potential violation of regulations or the code of conduct.
- d. Accordingly, our parent company viz, Tata Motors Limited has formulated Whistleblower Policy ("**Policy**") which is applicable to all employees, directors and stakeholders of Tata Motors and its subsidiaries to make protected disclosures under the policy.
- e. The purpose of this document is to outline the guidelines which will be applicable for TMIBASL:
 - i. Details of Chairman of Audit Committee and Ethics Counsellor
 - ii. Formation of Apex Ethics Committee and Regional Ethics Champions
 - iii. Mechanism for reporting and investigation of Protected Disclosure
- f. This document along with Tata Motors Limited's Whistle Blower Policy is made available on the Company's intranet (Happenings portal).

TATA MOTORS INSURANCE BROKING AND ADVISORY SERVICES LIMITED

Corporate Identity Number U50300MH1997PLC149349

Composite Broker IRDA License No 375 Validity 13-05-2023 to 12-05-2026

Corporate Office 1st Floor AFL House Lok Bharati Complex Marol Maroshi Road Andheri East Mumbai 400 059

Tel 91 22 6620 7900 Fax 91 22 2920 0135 Website www.tatamotorsinsurancebrokers.com

Registered Office Nanavati Mahalaya 3rd Floor Tamarind Lane Homi Mody Street Fort Mumbai 400 001

A sister Company of Tata AIA Life Insurance Company Limited and Tata AIG General Insurance Company Limited



2. Scope and Applicability:

- This document along with Tata Motors Limited's Whistle Blower Policy is an extension of the TCOC and is applicable to the employees, stakeholders of our Company including individuals or entities which are part of the value chain, customer / client and community can raise concern through this policy.

3. Channels for making Protected Disclosures:

The Protected Disclosures can be made to the Ethics Counsellor of the Company or the Chairman of the Audit Committee. Their contact details are as under:

Ethics Counsellor

Name: Mr. Jaikumar J – Compliance Officer

Address: Tata Motors Insurance Broking And Advisory Services Limited,
1st Floor, AFL House, Lok Bharti Complex, Marol Maroshi Road,
Andheri East, Mumbai – 400 059.

Email: ethics@timbasl.com

Chairman of the Audit Committee

Name: Mr. Vijay Somaiya

Address: Tata Motors Insurance Broking And Advisory Services Limited,
1st Floor, AFL House, Lok Bharti Complex, Marol Maroshi Road,
Andheri East, Mumbai – 400 059.

Email: cacethics@tmibasl.com

In addition to the above, a whistleblower can also approach HR or his/her reporting manager or members of the Apex Ethics Committee, member of Regional Ethics Champions to make Protected Disclosure.

All procedural aspects with regards to reporting and carrying out investigation by the Company will be as per the procedure laid down in the Annexure.

Encl:

- 1) Procedure to be followed for reporting concerns & investigation
- 2) Composition of TMIBASL's Apex Ethics Committee & Regional Ethics Champions
- 3) Tata Motors Limited's Whistle Blower Policy
