

MSIL: CSL: NSE: 12

16th August 2012

Vice President
National Stock Exchange of India Limited
“Exchange Plaza”, Bandra – Kurla Complex
Bandra (E)
Mumbai – 400 051

Sub: Press release

Dear Sir,

Please find enclosed herewith as Annexure – “A” a copy of press release being issued today.

Thanking you,

Yours truly,

For **Maruti Suzuki India Limited**



S. Ravi Aiyar
Executive Director (Legal)
& Company Secretary

Encl.: As above

MARUTI SUZUKI INDIA LIMITED

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Haryana, India
Tel: 0124-2346721-30 Fax: 0124-2341304

Manesar Plant :
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Manesar, Gurgaon 122051 Haryana, India
Tel: 0124-4884000 Fax: 0124-4884199

**Maruti Suzuki to Lift the Lock-out at Manesar plant
With Safety & Security of Employees Assured**

New Delhi, August 16, 2012: Maruti Suzuki India Limited today announced that the lock-out at its Manesar facility will be lifted on 21 Aug 2012.

Safety & Security Measures

The Company had declared a lock-out at the Manesar plant on 21 July 2012 following large scale violence by workmen on 18th July 2012. In the violence a General Manager, Mr. Awanish Kumar Dev, was burnt to death inside the plant facilities and 96 Supervisors and Managers were injured / hospitalized. The Company had stated that it could only start production when the safety and security of its managers, supervisors and workers could be ensured.

The police has arrested a number of workers, including the 12 Union leaders, and started legal processes to bring the guilty to book. More arrests may follow the police investigations, which are continuing.

The Company will work closely with the Government to ensure that those guilty of causing the death of Mr. Awanish Dev and of perpetrating violence are brought to book.

The State government has decided to take a number of steps to enhance the security of MSIL employees. These include: 1) Setting up a Rapid Action Force of 500 police personnel headed by a senior police officer near the Manesar area. In each shift 100 of them will be in the Maruti Suzuki Manesar factory. 2) 40 Personal Security Officers (PSOs) have been provided for the safety of managers, supervisors, and where necessary the workers. 3) Security arrangements have been made at the residences of the employees.

MSIL has created a special force of 100 security guards, including ex-servicemen, at its Manesar Plant in addition to the existing security force, to enhance security.

We believe that these measures, and the continuing efforts of the Haryana government and its police force, to investigate, arrest and prosecute the criminals involved in the violence on 18th July, will create a safe environment for work to resume.

Maruti Suzuki is grateful to the local community for their consistent support and expects that local leaders will play a very important part in the creation and maintenance of a safe working environment.

Manpower

Based on internal investigations, the Company has identified those workers who were involved in the violence and in whom the Company has lost confidence. The Company has taken note of the fact that only a few months back, following a mutually agreed Settlement, these workers had

signed a good conduct undertaking. These workers will not be taken back. This list of workers includes the persons arrested by the police and who are likely to face criminal proceedings, and are also in our list.

If in the course of our enquiries or police investigations, it appears that more workers were involved in the violence, action will be taken against them as and when required.

In accordance with the declared policy to not employ contract workers provided by contractors, on the direct production line, the Company has started the process of directly hiring them. The schedule of recruitment has been communicated to all the existing contract workers through the contract agencies and recruitment would start from September 2, 2012.

Re-start of Production

The re-start of Production at the Manesar Plant would be gradual and will be taken up in phases.