

# Diversity, Equity & Inclusion



## Diversity & Inclusion

### OBJECTIVE

Nexus Select Mall Management Pvt. Ltd. (Nexus Select) respects and values the diversity of its employees, customers and stakeholders and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future. This policy describes Nexus Selects' approach to diversity and inclusion and how these attributes are promoted and embedded in our workplaces.

### SCOPE

This policy applies to business activities which are managed by Nexus Select.

### DEFINITION

Diversity is the term used to describe the differences and uniqueness of all people – it includes skills, knowledge, experiences and perspectives of individuals and groups. It can refer to demographic characteristics, such as age, gender, gender identity, sexual orientation, intersex status, religion or national origin or social origin. Diversity can also be recognized by personal characteristics such as disability, medical condition, careers' responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.

Some personal characteristics are protected against discrimination through state and federal legislation; however valuing diversity is broader, where differences are recognized and valued in a positive and proactive way.

An inclusive workplace:

- values the diversity of its employees, customers and stakeholders.
- upholds the right of every employee to be treated with respect and fairness whilst performing their work.
- is fair and equitable; and
- is free of discrimination, harassment, bullying and other unlawful behavior.

### BENEFITS OF DIVERSE & INCLUSIVE WORKPLACE

An inclusive workplace, where all employees feel safe and confident to contribute their ideas and perspectives, facilitates more creative, innovative and effective solutions for achieving Nexus Select' business objectives.

Nexus Select recognizes that a diverse workforce and inclusive workplace culture is attractive to potential employees and provides Nexus Select with an edge when competing for talent and retaining its talented people.

A diverse workforce, with its broad range of experience and perspectives, has a better opportunity to understand and engage Nexus Select's customer base and the communities in which it works.

### COMMITMENT TO DIVERSITY & INCLUSION

Nexus Select values the diversity of its employees, customers and other stakeholders and recognizes that diversity is supported and enhanced by an inclusive workplace culture.

Nexus Select recognizes that all people working in or visiting Nexus Select, or its subsidiaries workplaces have the right to be treated with respect and fairness and enjoy an environment free of discrimination, harassment, bullying and other unlawful behavior. This is a key feature of an inclusive workplace.

Nexus Select is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future and this commitment is considered and reflected in strategic and operational plans, policies, procedures and new initiatives.

## PROMOTING & EMBEDDING A DIVERSE WORKFORCE & INCLUSIVE WORKPLACE

Nexus Select recognizes that the culture of its workplaces is a product of the behavior and conduct of Nexus Select employees - that is, how employees treat each other, customers and stakeholders while conducting business.

Nexus Select sets clear expectations for leaders and employees regarding the actions, conduct and behavior that support a diverse workforce and inclusive workplace. The Code of Conduct, Values and other related policy documents are explained and reinforced through general communication and targeted education and training programs. Key concepts and obligations are communicated through trainings.

Nexus Select regularly consults with employees about key areas and issues relating to diversity and inclusion and uses this information to improve existing processes and develop new initiatives.

Nexus Select Diversity and Inclusion strategy is broad, and currently has specific streams of work relating to building an inclusive workplace culture; gender equity; mature age workforce and disability inclusion, inclusion of Ex-Servicemen and their kin.

## REPORTING & COMPLIANCE

Nexus Select monitors its performance in the areas of diversity and inclusion using appropriate measures and targets:

- Progress is reported to and discussed in various forums and Board Committee.
- Nexus Select has established a workplace program to remove barriers to women entering and advancing in the company in accordance with the Workplace Gender Equality Act 2012.
- Nexus Select monitors gender diversity across the organization using appropriate measures. Human Resources Team will establish measurable objectives for achieving gender diversity each year. Progress will be reported to, and discussed in various forums, including Board Committee.
- In addition, Nexus Select reports its gender diversity objectives and progress in achieving them, as well as the proportion of female employees in the organization, at Executive Team level and on the Board, in Annual Report.
- Nexus Select also captures, monitors and reviews employee complaints related to breaches of this policy, including complaints relating to sexual harassment, homophobia, and transphobia in the workplace.

**Review:** The Human Resource and management shall review the implementation of this policy supplement and adopt suitable procedures to support compliance.

This policy shall be reviewed annually to ensure its effective implementation and amendments

Version	Drafted by	Approved by	Effective from
1.0	Human Resources	Chief People Officer	1st April 2022
1.1	Human Resources	Chief People Officer	20th Sep 2022