

# Employee Wellbeing & Development Policy

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NEXUS SELECT

## Introduction

Nexus Select Mall Management Pvt. Ltd. (Nexus Select) is the Indian retail portfolio arm of world's leading investment firm, The Blackstone Group. The Company strives to create value to its relevant stakeholders and recognises that effective employee engagement is an essential component of the business activities.

This policy is inspired by expectations of Global Reporting Initiative, S&P Global Corporate Sustainability Assessment, United Nation Sustainable Development goals (UNSDGs) and GRESB.

## Objective

The objective of this policy is to provide guiding principles on health and wellbeing of the employees.

## Scope

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

## Definition

Employee wellbeing, safety and development refers to the organisation's commitment and responsibility towards its employees. It indicates the organisation's one of its top priorities and an essential element for long term success.

## Policy Statements

At Nexus Select we believe in creating a healthy and safe working environment for our employees. Thus, we aim to adhering to all compliances and regulatory requirements.

Our key measures towards employee health and wellbeing include:

*Employee development and engagement:* We strive to develop and upgrade our employees' abilities through various trainings and L&D platforms. We offer different employee engagement initiatives through our flagship initiative *HappyNess* Index to keep our valuable staff engaged and performing to the best of their ability.

*Employee remuneration:* We are committed to retaining the finest personnel in our organisation. As a result, we strive to equip them with unique benefits that will enable them to perform to the best of their ability.

*Diversity, inclusion and non – discrimination:* We firmly believe in gender equality and hence aim to onboard talented individuals irrespective of their gender, religion, caste or creed. We encourage our employees to voice their opinions without any hesitation and regularly seek feedback to understand their concerns.

## Reporting

Nexus Select intends to consistently monitor and report the implementation of this policy in our annual report. We are committed to establish suitable procedures and infrastructure to meeting this compliance.

## Execution and Review

**Execute:** The Human Resource department shall have the primary responsibility to execute and implement the directives as per this policy.

**Review:** The ESG Committee 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	1 <sup>st</sup> April 2022
1.1	Human Resources	Chief People Officer	20 <sup>th</sup> Sep 2022