

Human Rights Policy

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 respects and values human rights of its employee and value chain members. The Company already has a comprehensive Code of Conduct for employees which includes compliance with all applicable laws and regulations, equal opportunity employment, harassment-free workplace, and other human rights-related issues.

This Policy is inspired from requirements of Universal Declaration of Human Rights and United Nations Guiding Principles on Business and Human Rights (UNGP) which include processes for respecting, protecting and remediating human rights issues. In addition, this policy is also aligned with the fundamental conventions identified by the International Labour Organization (ILO) and principles of National Guidelines on Responsible Business Conduct (NGRBC) of the Ministry of Corporate Affairs, India.

Objective

The objective of this policy is to define guiding principles for respecting and protecting the Human Rights across the Company's operations.

Scope

This policy applies to all the employees and business activities, wherein Nexus Select has direct control over operations. Also, the Company aspires to ensure that all its business partners including suppliers, vendors, contractors, consultants, customers, distributors, or anyone doing business for or with the Company, and others acting on Company's behalf shall respect basic Human Rights.

Policy Statements

Nexus Select encourages all permanent and contractual employees to strictly adhere to the below mentioned principles and condemn any violation or suspected violation of this policy.

Upholding Human Rights

- The Company shall support and respect the protection of internationally proclaimed human rights;
- The Company shall ensure that it is not complicit in human rights abuses.

Areas covered:

- **Child Labour and Forced Labour**

- The Company shall not employ any forced labour or child labour in any of its operations;
- The Company shall ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labour across all operations;
- The Company shall respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured, or bonded labour.

- **Human Trafficking**

- The Company shall comply with all applicable national laws (including Article 23 of the Indian Constitution, "Right against exploitation") and international laws and protocols

(including "The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, 2000, (Trafficking Protocol) supplementing the United Nations Convention against Transnational Organized Crime") against human trafficking;

- The Company shall strictly ensure that it will not support any organisation/activities that are involved in human trafficking.

- **Diversity, Equal Opportunity, and Non-Discrimination**

- The Company shall strive to ensure that the employees and workers are treated with dignity, respect, and fairness, and not subject to harassment, discrimination, forced labour or inhumane treatment on account of gender, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or socio-economic status;
- The Company shall aim to keep the working environment free from any prejudices, bias, and physical or mental harassment;
- The Company shall practice zero-tolerance towards any act of sexual harassment. Proper investigation (with an opportunity to be heard) followed by finding of guilt and strict action is undertaken as per the internal policies;
- The Company shall conduct employee trainings to raise awareness about non-discrimination and anti-harassment as well as adhering to the principles outlined in this policy;
- The Company is committed to fair remuneration, including equal pay for men and women.

- **Freedom of Association and Collective Bargaining**

- The Company shall respect the rights of the workers to form associations and negotiate Collective Bargaining Agreements.

- **Environment, Health and Safety**

- The Company shall strive to protect the safety, health, and well-being of the relevant stakeholders through existing management systems and safety requirements;
- The Company shall pursue environmentally sound business practices and work toward continual improvement in ESG performance year on year, record and investigate all incidents and train to enhance capabilities of employees and contractors on safety concerning workplace-related hazards, associated risks and measures required to mitigate these risks.

- **Wages, Working Hours and Leave Benefits**

- The Company shall provide a flexible work culture to help in retaining the talent and keeps employees motivated and engaged;
- The Company shall ensure the right to fair compensation and comply with all applicable laws relating to payment of wages, working hours and overtime compensation mandated.

- **Recruitment**

- The Company shall implement a transparent process in recruitment, compensation, and promotions;

- The Company shall not tolerate any fraudulent methods of recruitment and all the terms and ensure that conditions of employment are clearly communicated to the employees.
- **Data Privacy**
 - The Company shall respect the privacy of all employees and business partners by taking measures that are prescribed by law to protect and secure personal data;
 - The Company shall not disclose anyone's personal, medical, and financial information unless legally mandated.
- **Community Engagement**
 - The Company shall engage with local communities in a manner to ensure acknowledgement and respect of the rights and dignity of all people in the geographies we operate in and otherwise. The Company shall commit to taking steps to prevent, reduce, and mitigate impact on communities due to business operations;
 - The Company shall continue to support several community welfare, health, and educational activities, essentially in communities surrounding the Company's factories, both directly and through trusts, by providing healthcare education, improvement of community infrastructure, scholarships, etc.
- **Workplace Security**
 - The Company shall commit to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats;
 - The Company shall implement adequate security arrangements for employees are provided as needed and are maintained with respect for employee privacy and dignity in accordance with the guidelines on Security and Human Rights.
- **Responsible Procurement**
 - The Company shall commit to procuring goods and services responsibly while taking human rights into consideration;
 - The Company shall strive to ensure all its suppliers adhere to all applicable laws with respect to human rights;
 - We expect all our suppliers to comply with Nexus Select's Supplier Code of Conduct and Human Rights policy.

Reporting

Nexus Select strongly believes in investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation. Also, for easy reporting of any issues under Human Rights Policy, any employee can submit the details in writing to the Chief Human Resources Officer

The details of employee raising concerns under this Human Rights Policy will be kept confidential and anonymity of the same will be maintained by the Company.

Review

This policy shall be reviewed annually to ensure its effective implementation and adherence to global frameworks including UNGC and ILO

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