

## Gender-Based Violence and Harassment Policy

At Nexus Select Trust, we are committed to creating a workplace free from gender-based violence and harassment. This policy outlines our zero-tolerance approach toward such behaviours and establishes guidelines to ensure a safe, respectful, and inclusive environment for all employees, contractors, vendors, and other stakeholders.

### SCOPE

This policy applies to:

- All employees, contractors, vendors, visitors, and third-party stakeholders associated with Nexus Select Trust.
- Behaviour occurring in the workplace and any work-related settings (e.g., business trips, company-sponsored events).

### POLICY OBJECTIVE

- To promote a safe and respectful workplace free from gender-based violence and harassment.
- To establish a clear mechanism for reporting, addressing, and resolving complaints.
- To align organizational practices with local legal requirements and global best practices.

### DEFINITIONS

- **Gender-Based Violence and Harassment:** Refers to any unacceptable behaviour or practices directed at individuals because of their gender, including physical, psychological, or sexual harm.
- **Sexual Harassment:** Includes unwelcome conduct of a sexual nature, such as inappropriate comments, advances, or actions creating an intimidating or hostile work environment.
- **Workplace Harassment:** Covers vexatious comments or conduct that is unwelcome and discriminatory, including verbal, visual, or physical actions.

### PROHIBITED BEHAVIOUR

- Any unwelcome verbal, non-verbal, or physical conduct of a sexual nature.
- Acts of bullying, coercion, or intimidation based on gender.
- Displaying or sharing inappropriate content in any format.
- Retaliation against individuals who report such behaviors or participate in investigations.

### PREVENTIVE MEASURES

- **Training & Awareness:** Regular workshops for employees on gender sensitivity and bystander intervention.
- **Background Checks :** Comprehensive background check will be conducted for all employees.
- **Code of Conduct Integration:** Reinforcing guidelines on behavior in alignment with the company's core values of integrity and caring.
- **Dedicated Committee:** Ensuring effective functioning of the Internal Complaints Committee (ICC) per the Policy on Prevention of Sexual Harassment (POSH) and the members of the Nexus Select Regional POSH Committee.

## REPORTING MECHANISM

- Confidential Channels: Employees can report incidents by email, raise complaints through Whistleblower platform or directly to the HRBPs.
- Grievance Redressal: A confidential process ensuring anonymity and non-retaliation for whistleblowers.
- Incident Documentation: Encouraging employees to document incidents with specific details to aid investigations.

## RESPONSE & RESOLUTION

- Timely Investigations: All complaints will be addressed within 15 working days by the ICC. Both the complainant and the accused will be kept informed throughout the process.
- Support Mechanisms: Counselling services for victims and mediation when required.
- Strict Disciplinary Action: Proportionate consequences, including termination, for individuals found guilty.

## INTEGRATION WITH EXISTING POLICIES

This policy complements the existing:

- Policy on Prevention, Prohibition, and Redressal of Sexual Harassment (POSH).
- Employee Grievance Redressal Policy.
- Human Rights Policy.

## IMPLEMENTATION

- The HRBPs of respective malls will oversee the policy's implementation and provide regular updates to leadership.
- Gender-specific metrics will be tracked to measure the effectiveness of this policy.